

The Picker — Sharpening It

Coaching with Krista · Voice-Note Riff Prompts · Jenn · June 12, 2026

HOW TO USE THESE

You already know what bothers you — the trick is naming it specifically enough that it becomes a filter, not a vibe. Open voice memos. Close your eyes. Talk it through. One or two per sitting. Stay curious, not catastrophic. We're collecting data, not building a case.

WHO YOU'RE FILTERING FOR

Three questions, honestly answered.

1. The body knows first.

Think of someone who's been around you recently — a client, a vendor, a stylist, anyone — who you didn't enjoy being near. Don't start with why on paper. Start with your body. What did it do when they walked in? Shoulders up? Jaw tight? Energy drop? Did you find reasons to leave the room? Now name the specific things they did that triggered it — the small ones. Talked over you. Phone out at the wrong moment. Fake-laughed at your client. Asked the same question three times. We're not making a list of bad people — we're naming the small signals you've already been picking up on and writing off. Those are your filters.

2. The clicker.

Now flip it. A stylist, a coworker, a friend's friend, someone you met at a class — anyone you've been around even briefly who you genuinely clicked with. Energy was easy. You didn't have to think. What did they do? What did they NOT do? Be specific — was she quiet at the right moments? Did she laugh at your jokes? Did she ask one good question and then let you talk? The person you're hiring is going to share a small suite with you for 24 hours a week. We're not looking for "nice." We're looking for whatever that person had. Name it.

3. The worst-you test.

Picture yourself at your worst at work — running thirty minutes behind, hungry, processing too many things in your head, just got a text that pissed you off. What kind of person in the room

makes it worse? What do they do? Talk too much? Hover? Ask "are you okay?" five times? Go quiet in a way that feels heavy? And what kind of person makes it bearable? The right hire isn't the one who matches you at your best — she's the one who survives you at your worst.

If a prompt doesn't land, skip it. The ones that make you uncomfortable are usually the ones to come back to. We'll use what surfaces here to write the actual interview questions.