

**MARK XP:** ☐ ☐ ☐ ☐

**Whenever you...**

- ...**Amplify the unheard voice**
- ...**Pick the mobber with the least privilege**  
(gender/race/class/seniority/etc)  
and support their contributions
- ...**Celebrate moments of excellence**

**Or when you...**

- ...Make an XP action from a previously  
completed Level 2 playbook

**THE SPONSOR**

**“Always seek the diamond in the rough.”**

Knowing that innovation by definition comes from our blindspots,  
you fan the flames of unlooked-for greatness in others.

**WHEN YOU MARK  
YOUR LAST XP BOX...**

Add a new playbook and  
a SPONSOR badge  
to your mob

