

HX CARE Charter

Seven articles in plain language, signed by leadership and displayed where the measurement happens. The deal running through all of them: the organization keeps the record; the author decides who reads it.



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HX CARE Charter

“We measure how work with AI is going in order to make it better — the work, and the working life. This charter states what the people of this organization can count on.”

1 The record

Sessions with AI agents, conducted in the organization's repositories in the course of work, are the organization's work product — like the code they produce. The organization keeps them: preserved, backed up, never lost to a laptop or network failure. Personal projects on personal accounts are out of scope.

2 Reading

Keeping the record and reading it are different things. A raw session is readable by its author. It becomes readable by a team only when the author shares it — through an explicit request the author approves, scoped to a named team, and reversible at any time.

3 Team views

Views above the individual describe teams, with their context attached. The only person who sees a number about a single person is that person.

4 Answers

A problem raised through the tools gets a visible answer: a change shipped, a decision recorded, or a clear no with the reason. The organization tracks how long that takes, and holds itself to it.

5 Coaching

Coaching exists for the person being coached. Coach conversations, quiz results, and self-assessments reach the person and their coach — and no one else.

6 Boundaries

These signals exist to improve how work happens. Decisions about an individual's pay or performance are made with the organization's other instruments — never with these.

7 Changes

This charter is displayed in the tools where measurement happens, signed by the organization's leadership, and versioned. Changes are announced to everyone before they take effect, and previous versions stay available.

Your name

SIGNED FOR THE ORGANIZATION

07/22/2026

DATE OF ADOPTION



Fill in the two lines above, then sign — they carry over, and you'll get a sealed certificate and a badge for your site.