

RGTM: four numbers for how work with AI is going

Reading, the Gap, Time-to-receipt, Momentum — what each one answers, what it reads, and how it is computed from the session record. Every metric ships with its pseudo-code.

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Frameworks spread when their numbers are easy to adopt. HX names four — RGTM, and yes, the sign-off pun is intended: *reads good to me* — each computable from the session record, and each published with its computation and its failure modes, because a number without its method is an invitation to misuse.

R — Reading: does the record get read?

The share of a window's sessions that were read after the fact — reopened by their author, cited in a coaching conversation, or opened by a teammate the author shared them with. Keeping a record and reading it are different things; this number says whether the second codebase actually gets used. Full computation and pseudo-code: hxframework.org/metrics/reading.

G — the Gap: does the record agree with what people say?

The difference between what the record implies about how work is going (a normalized structural reading: Reading, friction, context cost, reuse) and what people report on the sixteen-statement felt instrument. The two should roughly agree; divergence is the alarm. Computed for groups of five

or more, always published with both components. Details:
hxframework.org/metrics/gap.

T — Time-to-receipt: does listening come back?

The median time from a problem raised through the tools to a visible outcome — a change shipped, a decision recorded, or a clear no with the reason — published beside the receipt rate, its honesty check. It measures the organization's behaviour. Details: hxframework.org/metrics/time-to-receipt.

M — Momentum: are we getting better?

The slope of a simple composite — Reading, inverse friction, the felt score — across six trailing windows, always published with the series itself. It is the number the maturity ladder's top level asks about. Details:
hxframework.org/metrics/momentum.

One warning that covers all four

Never reduce a person to a number: every RGTM reading describes a team or an organization. No individual-level metric exists anywhere in HX — in the product, in the papers, or in a screenshot.