SO-3RE Kernel Card

Single Operator · 3 Role Engine

Workflow-first, agent-second. Design the workflow first, build AI Cowork after.

> The invariant core of SO-3RE — for every domain, every workflow.
> Domain leaders use this card to redesign a workflow BEFORE building AI Cowork.

I don't work alone. I operate a system.

AI prepares. Governance reviews. Human decides.

AI does the execution. You hold the decision.

01 · DESIGN

Workflow build steps

```
Work area → decompose Tasks → link the Chain → assign Role Types → assign AI layer → lock Handoff
```

Link the task chain first. Assign Role Types and AI afterwards — never reversed.

> *The chain depends on artifacts. Role Types and AI depend on the chain.*

Classify the role — ask in order. "Yes" → stop. "No" → next question.

Q1 · Does the task need review against specific criteria?

Yes → 1.1 · Result goes to a human deciding CONFIRM/ROADMAP? → **GOVERNANCE — Decision gate**

Yes → 1.2 · Result checks readiness before handoff? → **GOVERNANCE — System check**

↓ No — ask Q2

Q2 · Change the context — does the task's result change with it?

Yes → 2.1 · Changes the conclusion (different direction)? → **ARCHITECT**

Yes → 2.2 · Only the data changes, conclusion stays? → **BUILDER**

↓ No — ask Q3

Q3 · Same input, run again — is the output equivalent?

Yes → **BUILDER**. Different result → hidden reasoning, go back to Q2.

Governance filters first. Builder is what remains. Mixed roles → assign by primary, secondary as support. Fits none → the task needs further decomposition.

02 · CONTROL

The chain is linked by artifacts, not tasks

- An artifact = the result of a task, not the task itself. The prior artifact is the condition for the next task. Miss one → the chain breaks.
- The order is always: Builder → Architect → Governance.

> *A task is an action. An artifact is the result of that action.*

Control — two kinds

- **System check** → checks whether input is sufficient. No button, the system reruns itself.
- **Decision gate** → a human confirms CONFIRM or ROADMAP.

- **ROADMAP is not a "fail"** — conditions not yet met → resolve → move on.

Lock the design — LOCK

A complete Spec has 4 parts:

- **Role Layer Specs** — what each layer (Builder/Architect/Governance) does, its input/output
- **Artifact Chain** — the chain of artifacts: which task each comes from, which task it conditions
- **Checkpoints** — which tasks need a System check or a Decision gate (CONFIRM/ROADMAP)
- **Diagram** — the whole flow at a glance

LOCK when all 4 criteria are met:

- **Clarity** — clear on reading, no ambiguity
- **Structure** — the parts fit together, no gaps
- **Consistency** — aligned with SO-3RE logic
- **Risk** — risks identified and controlled

> *A LOCKED Spec is the condition for building AI Cowork. Not LOCKED → don't hand it to AI.*

03 · HANDOFF

Within the same work area

A handoff transfers three things: context + artifact + readiness. It succeeds when the receiver can use it without asking.

Across work areas

```
The handoff point: build once – use many times.
[ Sender ] → confirms it meets the conditions to transfer.
[ Receiver ] → confirms the input arrived complete and usable.
```

> *A handoff transfers readiness, not just a file.*

SELF-CHECK before building AI Cowork

☐ The chain is built along business logic — Tool/AI assigned after
☐ Every task has run the 3 Role-Type assignment questions
☐ The artifact chain is complete at the handoff point
☐ System check and Decision gate are clearly separated
☐ The Spec meets all 4 LOCK criteria
☐ The handoff is checked on both sides: sender + receiver
☐ Every task is typed by collaboration mode: Human-led · Human-AI · AI-execution

7/7 → ready to hand to AI and start building.

NEXT

Go deeper: **Transfer Workbook (L1–L6) + Program 1** → talentops360platform.glide.page
See it run: **Lab** → so3re-framework.netlify.app/so3re-lab

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