WORKSHEET + WORKED EXAMPLE

Turn a Goal Into Daily Practice

One repeatable practice with the support and review it needs.

15 minutes | Goals into practice

Use it in three moves

1. Connect the goal to something people want to make possible together. Check that it is shared, not merely announced.

2. Choose one small practice, a cue, and the support that makes it possible. Include a smaller version for a difficult day.

3. Review what the practice changes in the work and in people's experience. Keep, adapt, or stop it based on what you learn.

What do we want to make possible together?

Who has helped shape this direction?

Who still needs a chance to change it?

When or where will the practice begin?

An event people can recognize, not "more often."

One small practice

Turn a Goal Into Daily Practice

YOUR WORKING NOTES / CONTINUED

What in the environment needs to change?

Time, access, permissions, tools, or something to stop.

The version for a difficult day

Make it smaller, or agree when it is right to pause.

What will tell us whether it helps?

Listen to experience as well as results.

When will we decide to keep, adapt, or stop it?

A question for me

Who might this practice help us become, and who gets a say in that?

See one way through

FICTIONAL WORKED EXAMPLE / NOT THE ANSWER TO YOUR SITUATION

What do we want to make possible together?

Handoffs that leave the receiving team able to act without chasing context.

Who has helped shape this direction?

Both teams helped choose the trial. The late shift still needs to review it.

When or where will the practice begin?

Before Thursday's transfer

One small practice

Spend ten minutes checking one real item with the receiving person.

What in the environment needs to change?

Remove the duplicate status email and use that time for the check.

The version for a difficult day

Check only the one item with the greatest uncertainty. Pause if service cover needs the time.

What will tell us whether it helps?

Ask whether the receiving person could act, and count avoidable follow-up questions.

When will we decide to keep, adapt, or stop it?

After three Thursday transfers, with both teams

The thinking behind it

Nic describes culture as something that emerges from identity, relationships, and shared vision. Ask what this practice makes normal, and whether people want that normal together.

This is an original Leader Rebellion practice planner. It connects a shared intention to everyday conditions, a repeatable action, and a learning loop. It draws on Holistic Shaping rather than claiming that habits or a completed checklist guarantee results.

Read You Have a Culture Problem by Nic Payne