SHOW UP STRONG

GRIT · GRACE · GRATITUDE

THE FIELD GUIDE

Twelve moves. No order, no ladder. The tiers aren't beginner to advanced. They're just how much time you've got right now. When one G runs dry, reach for another. Point at the square the day calls for and do that one.



	GRIT	GRACE	GRATITUDE
30 SECONDS IN THE MOMENT	**THE SMALLEST GET-BACK-ON** Do one tiny rep. Answer the whisper of absence.	**TELL ME MORE** Three words instead of advice.	**ONE NEW THING** Name one good thing you haven't named before.
5 MINUTES A QUICK PAUSE	**FIVE MINUTES ON THE UNICYCLE** Go back to the thing you left. Five minutes, then stop.	**TALK TO YOURSELF LIKE A FRIEND** Say: 'This is hard.' 'I wish I could fix it.' 'What do I need?'	**THREE, NO REPEATS** Write three things you're grateful for today. None from yesterday.
1 HOUR SET THE TIME	**MAP THE WHOLE UNICYCLE** Break your big task into smaller skills. Move the one that moves.	**THE HOUR YOU DON'T FIX ANYTHING** Give someone an hour. Listen. Fix nothing.	**THE MINIVAN LOOK-BACK** Find what a hard chapter built in you.
1 DAY OR MORE LIVE IT	**THE RETURN RHYTHM** A month of short sessions and real rest.	**A WEEK OF MEETING ONE PERSON WHERE THEY ARE** One person. A week of pure presence.	**YOUR MONDAY MESSAGE** One specific thank-you, every week, for a month.



POINT AT THE SQUARE.
The day calls for it. Do that one.

WHEN GRIT GETS LOW, LET GRACE AND GRATITUDE GROW.

SHOW UP STRONG

THE TEAM EDITION

THREE MOVES, SIZED FOR A MONDAY

Leader to leader: your team is learning how to get through hard things by watching how you get through yours. A practice becomes a habit becomes a culture, and culture starts smaller than you think. Here's where to start. This week.



1

THE MEETING OPENER

THREE, NO REPEATS

Open one meeting a week with it. Go around the room, everybody names one specific good thing from the past week, nothing repeated from last time. Ninety seconds. You just trained a whole team to scan for what's working, and you learned more about your people than the agenda ever tells you.

2

GRATITUDE, OUT LOUD

THE TWO-MINUTE VOICE MESSAGE

Once a week, send one person on your team a two-minute voice message naming the specific thing they did and why it mattered. Voice, not text. It shows you took the time. Most people can count on one hand the times a boss told them exactly what they did right. Be the boss they count.

3

HARD CONVERSATIONS

GRACE PHRASES AS HOUSE RULES

When somebody brings you a problem, your first move is Tell me more, not here's what to do. Make that the house rule for hard conversations. Watch what happens to what people are willing to bring you.

"I'm sorry to hear that is happening." · "If I could snap and fix it, I would." · "Tell me more. What else?"

AND ONE THAT COSTS YOU A PIECE OF TAPE:
The Field Guide grid prints on one page. Put it where your team lives. A break room, a copy room, the wall by the time clock. Shared language is the first brick of culture. Get the grid: 3gsnow.com/grid



One rule for the house rules: the three G's are **for** your team, never **on** your team. They don't fix a staffing shortage or an impossible workload. They're how everybody stays standing while the bigger things get fixed.

WHEN GRIT GETS LOW, LET GRACE AND GRATITUDE GROW.

SHOW UP STRONG

GRACE, IN THREE PHRASES

THE THREE GRACE PHRASES

For the moment somebody's hurting and you don't know what to say. You don't have to say the perfect thing. Meet them where they are. These aren't magic words. They're tools.

1 "I'M SORRY TO HEAR THAT IS HAPPENING."

Not "that happened." "That is happening." Present tense, because their pain is present tense. It's not over. Don't rush them past it.

2 "IF I COULD SNAP AND FIX IT, I WOULD."

It says the problem is real, and it says you care. Most of the time you can't fix it. Naming that instead of pretending is a form of grace too.

3 "TELL ME MORE. WHAT ELSE?"

The one people underestimate most. The first thing they share is the surface. The real thing comes after tell me more.

GIVE YOURSELF THE SAME KINDNESS. When you're having a hard day, pause and say: 'I'm sorry this is happening to me.' Acknowledge that it hurts. 'If I could snap and fix it, I would.' You don't have to solve everything right now. Then ask: 'What do I need?' Listen to your answer the way you would listen to a friend.

KEEP THIS ON YOUR PHONE, OR PRINT AND CUT ALONG EACH CARD'S OUTER BORDER.

THE THREE GRACE PHRASES

1 "I'm sorry to hear that is happening."
2 "If I could snap and fix it, I would."
3 "Tell me more. What else?"

STAY · LISTEN · ASK AGAIN

THE THREE GRACE PHRASES

1 "I'm sorry to hear that is happening."
2 "If I could snap and fix it, I would."
3 "Tell me more. What else?"

STAY · LISTEN · ASK AGAIN

THE MANIFESTO

FOR THE ONES WHO KEEP SHOWING UP.

We are the ones people count on.
The early ones. The stay-late ones. The ones running on fumes and a calendar.

We don't stop at 'I can't.' We ask How Can I?
Then we turn toward each other: How Can We?

We believe grit means coming back, not never stopping.
So we get on. We fall down. We get back on. Every single day.

We believe grace means meeting people where they are.
When somebody's hurting, we don't fix. We say, Tell me more.
We save some grace for the person in the mirror, too.
We know how we talk to ourselves when nobody's listening.

We believe gratitude isn't for the good times.
It's how we find the good inside the hard times.
Three things. No repeats.

We know everybody we meet is carrying something they're not showing.
We know rest is not retreat.
We know we can't keep showing up for other people
if we never once show up for ourselves.
So we start with us. Then we pour.

We fall short. We try again.
That's not failure. That's the practice.

WE SHOW UP SCARED. WE SHOW UP TIRED.
WE SHOW UP IMPERFECT. BUT WE SHOW UP STRONG.

AND WHEN GRIT GETS LOW,
WE LET GRACE AND GRATITUDE GROW.