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.***