



Win the heart, then win the day

Discipline 3 deep dive. Your six-week practice plan.

01

Gauge the level of care

On a gut level, how engaged is your team right now? Circle or mark one number.

Engagement is a level of care: how much a person cares about the work, their coworkers, and the organization. When it is high enough, it shows up as energy, effort, enthusiasm, and initiative. The leader's job is to win the heart.

Low ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 High

What that score is telling me

02

Mark your strongest and weakest CARE cornerstone

Of the four cornerstones of engagement, mark one strength and one weakness for your team.

Strength Weakness CARE cornerstone

☐	☐	Connection	Real conversations; knowing people beyond the task.
☐	☐	Affirmation	Genuine, specific appreciation, expressed often.
☐	☐	Responsibility	Real ownership of goals, methods, and decisions.
☐	☐	Environment	What people need to win, physically and emotionally.

03

Mark your strongest and weakest big idea

Of the three big ideas behind execution, mark one strength and one weakness.

Strength Weakness Big idea of execution

☐	☐	Pursue mastery	The right way, not the easy way; good enough is the enemy.
☐	☐	Own the numbers	Measure the few things that help you win, and make them visible.
☐	☐	Help others win	No silos; we win together or not at all.

04

One specific action for each, in the next six weeks

For your weakest cornerstone and your weakest big idea, write one action. Make it specific enough that someone else could tell whether you did it.

1 An action for my weakest cornerstone

My weakest cornerstone

Action

By when

Who I will tell

2

An action for my weakest big idea

My weakest big idea

Action

By when

Who I will tell

05

Calendar both commitments

Block time for each action now. An action without a calendar block is just a wish.

Action 1 calendared on

Action 2 calendared on