# The Journal

Ninety days. One thought, one action and three questions a morning, for anyone who looks after people.

**Free sample: days 1 to 7.**

Runs on People

# Nobody remembers the meeting you ran perfectly. They remember the time you noticed they were struggling.

**TODAY'S ACTION**

Ask one person how they're really doing, and wait for the real answer.

WHAT DID I NOTICE TODAY?

WHAT DID I DO ABOUT IT?

WHO NEEDS SOMETHING FROM ME TOMORROW?

☐ Did it ☐ Shared it ☐ Carry it over

# Tired managers make short-term decisions. Rest isn't a reward for finishing; it's part of doing the job well.

**TODAY'S ACTION**

Put one real break in your diary today, and keep it.

WHAT DID I NOTICE TODAY?

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# Some days the win is keeping your temper and keeping your word. That's enough.

**TODAY'S ACTION**

Name one thing you handled well today, however small.

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# People don't resist change. They resist losing things they value without being asked.

**TODAY'S ACTION**

Ask your team what they're worried about losing, and just listen.

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# Management is mostly a series of small conversations. Get those right and the big ones get easier.

**TODAY'S ACTION**

Have one unplanned five-minute conversation today.

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# Your team copies your hours, not your words. Say rest matters, email at midnight, and they'll believe the email.

**TODAY'S ACTION**

Schedule tonight's messages to send in the morning instead.

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# When everything is urgent, nothing is. Find the one thing that would hurt most if it were dropped.

**TODAY'S ACTION**

List what's on fire, then pick one to fix now and one to leave until tomorrow.

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# Look back before you look ahead.

WHAT WORKED THIS WEEK?

WHAT DIDN'T?

WHO DID I HELP GROW?

ONE THING TO CHANGE NEXT WEEK