

Week 37

Lead Through Change



9/14/26

Why it Matters: Your team takes cues from how you respond to uncertainty. Separating facts from assumptions and focusing on what you can influence helps you create steadiness without pretending change is easy.

This Week's 1% Better Practice:

Separate Fact from Story. When a change triggers an immediate reaction, ask yourself: What objectively changed, and what am I assuming about what it means? Creating that separation helps you respond intentionally instead of reactively.

Applying It:

Name the Change. What is changing? Stick to the facts. _____

Check the Story. What am I assuming or telling myself about what this means? _____

Sort What You Can Control. Fill in the blanks below:

I can influence: _____

I cannot change/need to accept: _____

Create Steadiness. What does my team need most from me right now? (check all that apply)

☐ Clarity

☐ Communication

☐ Reassurance

☐ Space to process

☐ Direction

☐ Advocacy

☐ Consistency

☐ Other: _____

Commit to it. This week, one action I will take to lead through change is: _____

