



2026

1%

BETTER CHALLENGE

The 1% Better Leadership Journey
52 Small Shifts. One Intentional Year.

Self Awareness & Foundations

Q1

- 1 Lead with intention
- 2 Pause before reacting
- 3 Clarify your values
- 4 Notice your default patterns
- 5 Create space to think
- 6 Practice active listening
- 7 Be curious
- 8 Reflect before you refine
- 9 Name what drains you
- 10 Let go of perfection
- 11 Revisit your why
- 12 Build consistency
- 13 Check alignment

Q2

Relationships & Trust

- 14 Build psychological safety
- 15 Normalize feedback
- 16 Listen without fixing
- 17 Follow through
- 18 Address tension early
- 19 Show appreciation
- 20 Invite different voices
- 21 Be a coach
- 22 Have the hard conversation
- 23 Repair trust
- 24 Set clear standards
- 25 Model accountability
- 26 Midyear reflection

Clarity & Ownership

Q3

- 27 Delegate with clarity
- 28 Release control
- 29 Trust your team
- 30 Prioritize what matters
- 31 Say no intentionally
- 32 Build ownership
- 33 Reduce urgency culture
- 34 Clarify decision rights
- 35 Encourage learning
- 36 Support development
- 37 Lead through change
- 38 Manage energy, not time
- 39 Revisit expectations

Q4

Impact & Culture

- 40 Reinforce culture
- 41 Recognize progress
- 42 Invite honest feedback
- 43 Celebrate small wins
- 44 Strengthen alignment
- 45 Reflect on impact
- 46 Build sustainability
- 47 Share leadership
- 48 Develop successors
- 49 Recommit to purpose
- 50 Slow down intentionally
- 51 Reflect on the year
- 52 Name the wake you leave

