

# Leadership Habits That Last

**Most leadership change doesn't fail  
because the approach is wrong - it fails  
from a lack of consistency and repetition**



# Why Great Intentions Fade

## Habit Decay

*New behaviours feel strong on day one, but without reinforcement they quickly slip back into old patterns. The brain defaults to the familiar unless the new habit is anchored and repeated.*

## Decision Fatigue

*Leaders make hundreds of micro-decisions a day, and every one drains willpower. By the afternoon, even simple improvements feel too cognitively expensive to sustain.*

## Whirlwind

*Urgent tasks pull focus from important behaviours, making development feel like a “nice-to-have.” The day moves fast and good intentions get swallowed by operational noise.*

**Great leaders don't rely on motivation; they build systems that protect the habits that matter.**

1

## End your day with one question: *What worked?*

A quick daily win-scan trains your brain to notice progress, not just problems.

Leaders who recognise what's working build momentum faster - and reinforce the behaviours they want to repeat.

***Momentum isn't created by big breakthroughs - it's created by noticing and repeating small wins.***

2

## Ask one feedback question per week

Consistent, low-pressure feedback builds trust and removes the fear around improvement.

When leaders ask for input regularly, teams speak up faster - and performance accelerates.

Keep it simple: "What's one thing I could do better for you this week?"

***Asking for feedback doesn't weaken your authority - it strengthens your credibility.***

3

## Do a 1 minute reset before every meeting

A brief pause clears cognitive clutter so you  
show up focused, regulated, and ready to  
lead - not react.

***Great meetings start before they  
begin - with the leader's state,  
not the agenda.***

4

# This week, ask one person what they need from you

Leaders often guess needs incorrectly; asking directly creates clarity and removes invisible blockers and demonstrates you care

***Support isn't what you give - it's  
what they actually need.***

5

# Stop one thing that no longer matters this week

Stopping things is one of the hardest moves for leaders to make - and one of the most important.

Clearing space is more powerful than adding effort.

***What you stop shapes your impact as much as what you start.***

**Small habits build big leaders.**

**Pick one of these five and do it this week - then add the next.**

**Your future leadership capacity starts there.**

For more information, DM me, or connect via LinkedIn or my site.

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