

FOUNDER'S NOTEBOOK

It's January already. Which means work is back, even if your nervous system hasn't quite returned from the holidays. Let's ease into this year together.

Happy New Year! I hope you had a restful break and made some beautiful memories with friends and family. We spent time visiting family between the Portland area and around Vancouver, and it was a much-needed pause. The kind that quietly rejuvenates the creative juices for the year ahead.

2026 already feels like it's going to be an interesting year on many levels. I'm excited about what's taking shape at Behaving Badly HQ.

Over the last few months, our focus has been on observation and sense-making. December in particular centered on introducing ***Coherence Intelligence***™ as a capability we'll be helping people develop, alongside ***squeeze conditions*** and ***squeeze plays***.

What's become very clear is at core our work is about helping people grow their **adaptive capacity**. Not by pushing harder, but by restoring the conditions that allow people, teams, and organizations to adapt without losing themselves in the process.

What's changing now is the emphasis. We're translating our thinking into practical ways to make sense of, and navigate, the dynamics of organizational life. That observation and sense-making work will continue.

In 2026, this shows up as practical tools, resources, and support to help people, teams, and organizations navigate what you're experiencing, not just name it.

Here's what's coming together:

2025 Workplace Trends Report

Releasing the third week of January. This report names the larger patterns many people feel but struggle to pinpoint, why they matter for how we work and lead right now, and ideas for how to address them. With a dash of satire and absurdity, of course. planned for late spring, followed by a flagship RECLAIM program shortly after.

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■ Squeeze Conditions Assessment

Now available on our website. It helps identify where pressure is showing up in your work and how it's affecting capacity. Access is available by subscribing on the landing page.

■ First Public Program

Launching in early February. This mini program focuses on squeeze conditions and squeeze plays, helping people understand what's happening and begin navigating complexity with more clarity and agency.

■ RECLAIM

I continue to write RECLAIM, a book about finding your bearings in a contradictory workplace without losing yourself in the process. It's coming along. The book is planned for late spring, followed by a flagship RECLAIM program shortly after.

I also want to say how much I've appreciated the conversations unfolding here. In the comments, in DMs, and through early collaboration conversations that are taking shape. That exchange is a big part of why this work matters and why it's so fulfilling.

BBHQ is growing and evolving in a way that feels steady, intentional, and yes, busy. Busy in a good way. More support for people who don't need another productivity lecture or leadership program, but would like things to make a bit more sense in practical, human terms.

– Charleen Johnson
Founder, BBHQ

If you have questions, reflections, or reactions to this Notebook, I'd genuinely love to hear from you. You can reach me at hello@behavingbadlyhq.com.