

WHAT YOU ALLOW, YOU ENDORSE

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Step 1 — Identify the Drift

Work:

- List 2–3 behaviors you've been tolerating that weaken your workplace culture.
- (Example: habitual tardiness, unchecked gossip, missed deadlines without followup)

Home:

- List 2–3 behaviors you've been tolerating that weaken your home culture.
- (Example: disrespectful tone, interruptions during family conversations, work calls during dinner)

Step 2 — Choose Your One-Plus-One

Pick one behavior from your work list and one from your home list to focus on this week.

 Ask yourself: If I addressed just this one thing, what would improve most quickly?

Step 3 — Clarify the Standard

For each chosen behavior:

1. Define the desired behavior (what you want instead).

2.Explain why it matters (how it protects culture and relationships).

(Example: "Meetings start on time because everyone's time is valuable.")

Step 4 — Communicate With Care

- Work: Have a direct but respectful conversation with your team or the person involved.
- Home: Keep the focus on the behavior

Use this structure:

"I've noticed [behavior]. It matters because [reason]. From now on, I'd like to see [standard]."

Step 5 — Follow Through Consistently

- Hold the line: If the behavior happens again, address it every time.
- Model it yourself: Make sure you're not accidentally doing what you're asking others to stop.
- Acknowledge progress: When you see improvement, call it out positively.

Step 6 — Review and Reset

- At the end of the week, ask:
 - Did I address the behaviors every time I saw them?
 - Have I noticed a shift in tone, respect, or performance?
- Choose the next one-plus-one for the following week.

Reminder:

Leadership is built in the moments you're tempted to stay silent.

What you allow, you endorse — so endorse what you want to multiply.