APPENDIX G

# Character in Daily Practice

*The 30-day challenge*

Name _____ Start date _____

If you want to develop character, your own or your team's, it has to be a daily practice. Not big decisions, but small choices, repeated. Because character isn't shaped by what you promise, but by what you do when no one is looking.

Here are 30 simple actions you can start on today. They don't take much time, but they do require that you mean it.

## Days 1–5 · Integrity

*Being whole, even when it costs you*

- ☐ **Day 1:** Admit a mistake you made, without dressing it up.
- ☐ **Day 2:** Say what you honestly think in a meeting where staying quiet would be easier.
- ☐ **Day 3:** Follow up on a promise you made a long time ago.
- ☐ **Day 4:** Say no to something that would compromise your values.
- ☐ **Day 5:** Take responsibility for something that didn't go well, without blaming others.

## Days 6–10 · Curiosity and Professional Humility

*Being open, even when you think you know enough*

- ☐ **Day 6:** Ask "What do you think?" and listen without preparing your answer.
- ☐ **Day 7:** Ask for feedback from someone you don't normally ask.
- ☐ **Day 8:** Read or listen to something you disagree with, and find one point that actually makes sense.
- ☐ **Day 9:** Say "I don't know," and then find out.
- ☐ **Day 10:** Ask the youngest or newest person on the team for their perspective.

## Days 11–15 · Work Ethic and Independence with Judgment

*Taking initiative, even when no one asks you to*

- ☐ **Day 11:** Finish a task you've been putting off.
- ☐ **Day 12:** Take the initiative on something no one has asked you to do.
- ☐ **Day 13:** Do 90 minutes of focused work without interruptions.
- ☐ **Day 14:** Solve a problem before anyone notices it.
- ☐ **Day 15:** Offer a colleague your help, without expecting anything in return.

## Days 16–20 · Social Intelligence

*Seeing and understanding others without losing yourself*

- ☐ **Day 16:** Make room for a colleague who rarely gets a word in.
- ☐ **Day 17:** Defuse a conflict with humor or empathy.
- ☐ **Day 18:** Say something appreciative about a colleague, to someone else.
- ☐ **Day 19:** Adapt the way you communicate to the person you're talking to.
- ☐ **Day 20:** Read the mood in the room before you speak.

## Days 21–25 · Willingness to Take Risks

*Acting, even when you have no guarantees*

- ☐ **Day 21:** Propose an idea you're not sure will work.
- ☐ **Day 22:** Have a hard conversation you've been putting off.
- ☐ **Day 23:** Speak up against something you can't stand behind.
- ☐ **Day 24:** Try a new approach to an old challenge.
- ☐ **Day 25:** Share a worry or a doubt with your team, without dressing it up.

## Days 26–30 · Bringing It Together

*Pulling it all together, and holding steady*

- ☐ **Day 26:** Reflect: Which trait has been the hardest for me to practice?
- ☐ **Day 27:** Recognize a colleague's strength of character, and say it out loud.
- ☐ **Day 28:** Make a decision based on your values, not on convenience.
- ☐ **Day 29:** Ask for forgiveness for something you regret.
- ☐ **Day 30:** Choose one character habit you'll keep up, and make it part of your daily rhythm.

> Start wherever you like. Take it one day at a time. Character isn't a goal you reach. It's a rhythm you choose. When you practice standing firm, in the middle of busyness, pressure, and uncertainty, character stops being just something you have. It becomes something you are.

From the book *You Hire on the Résumé, but You Lead on Character* · Thomas Friisnæs · friisnaes.com/en · For personal use