

CHANGE = HABIT

NOT A PROJECT.

YOU'RE NOT A MACHINE. BRAIN FIRST. TOOLS LATER.

Stop launching programs. Start installing behaviors you can repeat.



ROADMAPS LAUNCH. HABITS LAST.

Reality: After week 6, most teams slide back to old behavior. Too many initiatives, not enough **rituals**. Plans talk; **habits ship**.

- “Kickoff energy” fades without a weekly trigger.
- Leaders broadcast, but don’t create practice.
- Metrics track output, not behavior.

MYTH VS REALITY

MYTH

**CHANGE =
PROGRAM +
COMMS**

Looks like: big launch, many slides, no weekly behavior.

- Workshops over practice
- Output metrics only
- No single owner

REALITY

**CHANGE =
BEHAVIOR +
REPETITION +
SCOREBOARD**

What sticks: a 10–15' habit with a visible metric and a DRI.

- Calendar trigger every week
- One owner + metric screenshot
- 4-week keep · tweak · kill



INSTALL ONE HABIT LOOP THIS WEEK.

- **Pick behavior** (e.g., delete one blocker per week).
- **Trigger** (calendar cue: Tue 9:00).
- **Action** (10–15 min, everyone can do it).
- **Metric** (simple, visible count/%).
- **Owner + time** (DRI and day/time).
- **4-week experiment** (review, keep or kill).

Rule: If it takes >15 minutes or needs a workshop, it's not a habit.



HABIT LOOP — 1-PAGER

WHY (1 SENTENCE)

The outcome this habit moves every week.

DRI · WHEN

Owner + day/time (calendar cue)

TRIGGER

Before stand-up · after deploy · Fri 12:00

ACTION (10-15')

Observable behavior anyone can do

METRIC

Simple count/% you can show weekly

VISIBLE SCOREBOARD

Screenshot/board in the weekly deck

REVIEW (4 WEEKS)

Keep · tweak · kill



MONICA
GARZA

WEEKLY LEADERSHIP RHYTHM

- **Mon** — 10-word WHY + Top-3 for the week (share in 3 lines).
- **Wed** — 10' Listening Loop (anonymous) + reply within 24h.
- **Thu** — 10' Red-team pass on one decision.
- **Fri** — 10' Habit Review (metric screenshot + next tweak).

Cap: 7 people max in the forum. Decisions have a DRI and a review date.

HABIT HEALTH — SIMPLE SCORE

- **Consistency (0–3)** — % weeks completed (0, 1, 2, 3).
- **Visibility (0–3)** — Was the metric posted? (never → weekly).
- **Impact (0–3)** — Did it move a business metric?

Rule: If **Consistency** ≤ 1 and **Impact** ≤ 1 after 4 weeks → kill or replace the habit.



MAKE CHANGE **REPEATABLE.** MAKE PROGRESS **WEEKLY.**

Comment **HABIT** and I'll share the 1-page template I use with teams.

Human + AI Practice (copy/paste):

Act as my **Human+AI Habit Coach**. Inputs: our org context, one outcome to move, current cadence, recent blockers. Do:

- (1) Propose a **Habit Loop** (trigger, 10–15' action, visible metric, DRI, day/time).
- (2) Draft a **scoreboard** we can screenshot weekly.
- (3) Suggest **3 one-line leader scripts** to keep the habit alive.
- (4) After 4 weeks, recommend **keep / tweak / kill** with one reason.

BRAIN FIRST. TOOLS LATER.

