

Before and after score sheet

The same four statements, scored at the start and at the end.

What moved

STATEMENT	BASELINE	DAY 30	DAY 60	DAY 90
1. I can say, in one sentence, what I bring and exactly what I'm aiming at in the next 90 days. (<i>Clarity</i>)				
2. The people who decide on my next step can name the value of my work. (<i>Visibility</i>)				
3. Someone with real influence has seen my work and would put my name forward. (<i>Relationships</i>)				
4. I can point to evidence that I already operate at the level I'm aiming for. (<i>Leadership Momentum</i>)				

Look at the four columns before you read anything else. Ninety days ago you scored those statements honestly, probably low. The movement across them came from things you did: a value inventory, a sharp target, an update email sent, words said in rooms, a circle mapped, an advocate named, an outcome claimed, a yes earned without rank, a file of evidence, a case put in front of the right person. Not from feeling ready first. The readiness followed the actions, which is the only order it ever actually arrives in.

Keep it running

One habit, not ten: **the Friday 15**. Fifteen minutes, wins log and "How I lead" file open, add the week. Everything else in the 90 days feeds off that record: the update emails write themselves, the case writes itself, the relationships have something to reference, and on the day the doubt shows up you have evidence within reach instead of a blank. If you keep one thing, keep this.