



Refresh

HIGH-IMPACT HABITS FOR SUCCESSFUL LEADERS

with Craig Groeschel

This is part one of three sessions around creating habits that shape who we are and how we lead.

"I can predict the long-term outcome of your success if you show me your daily habits."

JOHN MAXWELL

Your habits matter more than you can imagine.

The potential of your leadership is a direct reflection of the quality of your habits.

You are what you repeatedly do.

This is also true of your team. When you lead with intensity, your team will work with intensity. And if you don't value excellence, your team will reflect that as well.

"The potential of your leadership is a direct reflection of the quality of your habits."

CRAIG GROESCHEL

Inspiration for this series comes partly from three excellent books on habits:

- **The Power of Habit** by Charles Duhigg (<https://go2.lc/powerofhabit1>)
- **The Compound Effect** by Darren Hardy (<https://go2.lc/compoundeffect>)
- **Atomic Habits** by James Clear (<https://go2.lc/atomichabits1>)
 - Listen to Craig's interview with James Clear here: <https://go2.lc/jamesclear>

Don't chase "super-habits."

So many leaders think there are a few big, elusive, and hard-to-achieve super-habits that, if mastered, will make them a great leader. **Nothing could be further from the truth.**

Big impacts are usually the result of small and wise habits.

Most successful people aren't great at everything. They're highly-disciplined and have a few wise habits that set them apart.

“Successful people do consistently what other people do occasionally.”

CRAIG GROESCHEL

The good news is you and the leaders around you are highly motivated to improve and grow in this season.

The bad news is 92% of the resolutions people set don't last. Why is that?

Here are three reasons you might not successfully act on those good intentions, and how you can lead from high hopes to healthy habits.

1 WE FOCUS ON THE “WHAT” BUT DON’T UNDERSTAND THE “HOW.”

Many leaders spend way too much time focusing on their goals, but not how they're going to achieve them.

As James Clear says, goals don't determine success. Systems determine success.

“Goals don't determine success. Systems determine success.”

JAMES CLEAR

As a leader, don't think about changing the result. Focus on changing the systems that produce those results.

2 WE DON'T SEE PROGRESS FAST ENOUGH.

Very rarely do leaders see immediate results when starting a good or bad habit. As a result, they wrongly conclude two things:

1. Small, wise decisions don't matter that much.
2. Small, unwise decisions don't matter that much.

Both of these conclusions are dangerously wrong. Our life and leadership are the sum-total of the small decisions we make.

When you have the right habits but aren't seeing immediate results, your work isn't being wasted. It's the things no one sees that bring the results everyone wants.

“It's the things no one sees that bring the results everyone wants.”

CRAIG GROESCHEL

3

OUR NEGATIVE SELF-PERCEPTION SABOTAGES OUR SUCCESS.

We all have leadership insecurities. Those insecurities can create a dangerous leadership cycle in which an unhealthy identity creates unwise habits, and unwise habits reinforce that unhealthy identity.

Identity shapes actions. So, instead of setting goals that focus on “what” you want to do this year, set them around “who” you want to become.

You might want to become a...

- Leader who loves people.
- Leader who develops leaders.
- Leader who’s known for your integrity.
- Disciplined leader that people admire and respect.

You might even take this beyond leadership and say you want to become a faithful spouse or, if you struggle with an addiction, become sober.

When you do this, you’ll start a much healthier cycle where your healthy identity creates positive habits, and your positive habits reinforce your healthy identity.



DISCUSSION GUIDE

Here are exercises you can do to grow as a leader—ask yourself these questions:

1. What small good habits do you need to continue to see the benefit? What small bad habits should you stop before they become big bad habits?

2. Answer the question, “Who do you want to become as a leader?” by creating three leadership “I am” statements.

1. I am...

2. I am...

3. I am...

For the next episode:

We’re going to answer the question, “Based on who you want to become, what one habit do you need to start?”





SCAN TO
ACCESS DIGITAL
HANDOUT

Refresh

3 SECRETS TO STARTING NEW HABITS THAT STICK

with Craig Groeschel

In this session, we're talking about starting the leadership habits that will increase your leadership impact.

"You don't have to be great to start, but you do need to start to be great."

ZIG ZIGLAR

If you want to change your life, change your habits.

According to a 2006 Duke study, 40% of the actions you do every day are the result of your habits, not your decisions.

So, if you want to change your impact, you need to change your habits.

The fastest way to do big things is to consistently do the small, right things. Successful people do consistently what other people do occasionally.

So which habit should you start?

At the end of the previous session, you wrote down three "who" goals. These goals answered the question "Who do I want to become?"

When you know who you want to become, it's easy to know what habit you need to start.

Question: Based on who you want to become, what is the one habit you need to start? *(Answer this before moving on.)*



Now that you've answered that question, here are three secrets to starting new habits that stick:

1 MAKE IT SMALL

Too often, leaders think they need to build a massive “super-habit” to become the leader they want to become. That’s actually not true.

It’s better if your new habit is a small habit.

To paraphrase Newton’s first law of motion, “An object at rest tends to stay at rest. An object in motion tends to stay in motion.”

Your habits are the same way. A small habit is much easier to put into motion than a big “super-habit.”

A few examples of small habits you can start:

- If you want to be a disciplined leader, start by never hitting the snooze button again.
- If you want to be a leader who cares, start by writing one note of appreciation per day.
- If you want to be a leader who’s focused, start every day writing down your top three priorities.

By creating any small movement, you’re likely to get more movement going. Small, wise habits compound over time.

For more than two decades, Craig has been adding one small daily habit every year. Habits like:

- Praying with his wife before work
- Eliminating all soft drinks
- Pre-planning all of his lunches
- Having one meeting a month with a mentor
- Flossing every time and using it as a reminder that he’s a disciplined leader

Charles Duhigg calls these keystone habits. He defines them as “small changes or habits that people introduce in to their routines that unintentionally carry over into other aspects of their lives.”

Small changes can cascade into other areas of your life. So, when deciding what habit you want to start this year, make it small.

“Small, wise habits compound over time.”

CRAIG GROESCHEL

2 MAKE IT OBVIOUS

If you want to change what you do or how you lead, change what you see.

If you want to remember to take your vitamins, set them next to your toothbrush every night so you see them in the morning. If you want to read two pages of a book a night, leave your book on your pillow when you get up each morning.

"If you want to change what you do, change what you see."

CRAIG GROESCHEL

Whatever change you want to make, give yourself a visual cue to do that habit. When you do this, you're creating a habit loop.

Making your desired actions obvious will be the difference between good intentions and great results.

"Making your desired actions obvious will be the difference between good intentions and great results."

CRAIG GROESCHEL

3 MAKE IT AUTOMATIC

You live so much of your life on autopilot.

And here's the problem: Without intentionality, what's automatic is rarely what's most productive. We don't drift towards what is healthy. We drift towards what is easy.

"Excellence is never an accident. Excellence is always the result of intentional and consistent habits."

CRAIG GROESCHEL

To make your one habit for this year automatic, decide when you're going to do it.

To put this into practice, fill in this statement:

After I _____, I will do _____

Some examples could be:

- After I make coffee, I will read one Bible verse.
- After I finish a meeting, I will define one action step.
- After I arrive at the office, I will write down my three priorities.

Remember to keep it small. Your small, consistent habits determine who you become as a leader.

Never underestimate your ability to start something big through one small habit. It's the small things no one sees that bring the results everyone wants.

Rethink success.

Too often, we don't view ourselves as successful until we've accomplished the big goal. Instead of waiting to view yourself as successful when you hit your goal, view yourself as successful when you practice the right habits today.

DISCUSSION GUIDE

Here are exercises you can do to grow as a leader—ask yourself these questions:

- 1. Think about your one habit you want to start. Is it small enough? If not, is there a way you can make it smaller?**
- 2. What is one way you can make your one habit more obvious?**
- 3. Look at the blanks you filled in for point three. What could hinder you from following through on that statement? What can you do to make sure that doesn't happen?**

There is a third part to Leadership Habits, where Craig shares two steps to breaking the bad habits that limit your leadership impact.

WATCH HERE

life.church/leadershippodcast/breaking-bad-leadership-habits