

LEADERSHIP RITUALS REFERENCE GUIDE

Small, consistent behaviours that anchor trust, presence, and performance.

MICRO-RITUALS (1-2 mins)

For quick regulation, visibility, or connection:

- 3 deep breaths before a key conversation
- Ask: "How do I want to be experienced right now?"
- Send a quick voice note of appreciation to a teammate
- Adjust posture + smile before joining a call
- Write one value-aligned intention on a post-it and place it in your workspace

DAILY RITUALS

Anchor your identity and energy each day:

- Morning: Set your leadership intention → "What do I want others to feel around me today?"
- In meetings: Start with a win
- After conversations: Pause to reflect → "Did I show up how I intended?"
- End of day: Quick energy check → What lifted me? What drained me?

WEEKLY RITUALS

Design your rhythm across your leadership week:

Day	Ritual Practice	Purpose
Monday	20-minute team check-in → focus + support needs	Builds clarity, safety, and shared momentum
Wednesday	Coaching Conversations (even 15 mins) with 1–2 team members	Reinforces growth, presence, and connection
Thursday	Relationship Thursday – invest in one high-impact relationship	Strengthens trust and influence
Friday	Reflect & Reset via Teams, Slack or journaling	Closes the loop and reinforces learning + alignment

🧠 Why Rituals Work: Rituals & the Brain

Rituals reduce stress, build focus, and help you lead with clarity—even when pressure is high.

Ritual Benefit
Lowers stress, threat response, and emotional reactivity
Supports empathy, self-awareness, and decision-making
Boosts motivation and satisfaction through positive anticipation
Frees up mental space by reducing unnecessary decision-making

Rituals tell your brain—and your team—that "this is how we lead here."

Try This:

Choose one from each section this week:

- One Micro-Ritual
- One Daily Ritual
- One Weekly Practice

Track how it affects your energy, focus, and connection. Then refine or build from there.