

HABIT LOOP EXPLAINER – QUICK GUIDE

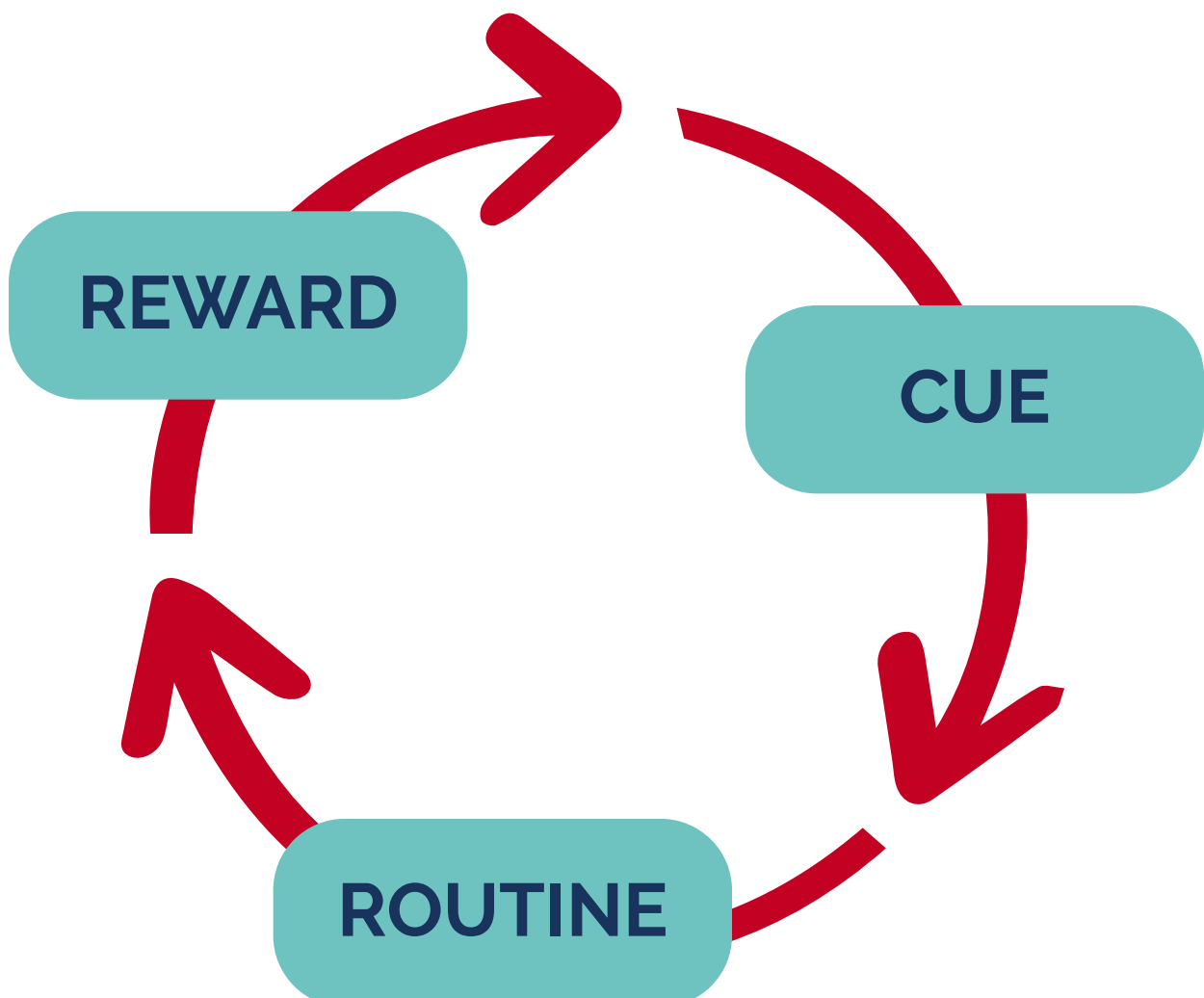
THE NEUROSCIENCE OF CONSISTENCY IN LEADERSHIP

Lasting leadership change doesn't come from motivation — it comes from repetition. That's where habits come in.

Every habit follows the same 3-part loop. Understanding this helps you embed your Leadership Lift learnings in a way your brain will actually stick to.

This loop is grounded in the work of Charles Duhigg (The Power of Habit) and James Clear (Atomic Habits). Both explore how habits shape behaviour — and how to use them intentionally, just like great leaders do.

THE HABIT LOOP



THE HABIT LOOP

STEP	WHAT IT MEANS	EXAMPLE (LEADERSHIP PRACTICE)
CUE	Trigger or prompt that initiates the behaviour	Start of a team meeting
ROUTINE	The action or behaviour you want to repeat	Ask a check-in question (e.g. "What's one win from your week?")
REWARD	The benefit your brain links to the behaviour	Connection improves, team energy lifts = dopamine hit



WHY IT WORKS

YOUR BRAIN IS WIRED FOR TWO THINGS: EFFICIENCY AND REWARD.

Efficiency

→ repeated actions strengthen neural pathways (thanks to myelin).

Reward

→ actions that feel good release dopamine, reinforcing the loop.

When the loop is repeated with intention, it becomes automatic — that's the neuroscience of consistency.



APPLY IT TO LEADERSHIP

THINK OF A HABIT YOU WANT TO BUILD IN THE NEXT 30 DAYS:

1. What's the cue?

When will I be reminded to do this?

→ e.g. At the end of every 1:1

2. What's the routine?

What exactly will I do?

→ e.g. Ask for feedback using the BEST model

3. What's the reward?

What will feel good — for me or my team?

→ e.g. I get insight and validation; my team feels seen and supported



QUICK TIPS

✓ Anchor the habit to something already in your rhythm (like meetings or Monday planning)

✓ Start small — consistency > complexity

✓ Celebrate small wins — emotion cements memory

✓ Track patterns in your 30-Day Activation Template



ACKNOWLEDGMENT

*The Habit Loop model is inspired by Charles Duhigg, *The Power of Habit* (2012), and James Clear, *Atomic Habits* (2018). This adaptation applies their habit science to practical leadership development.*

