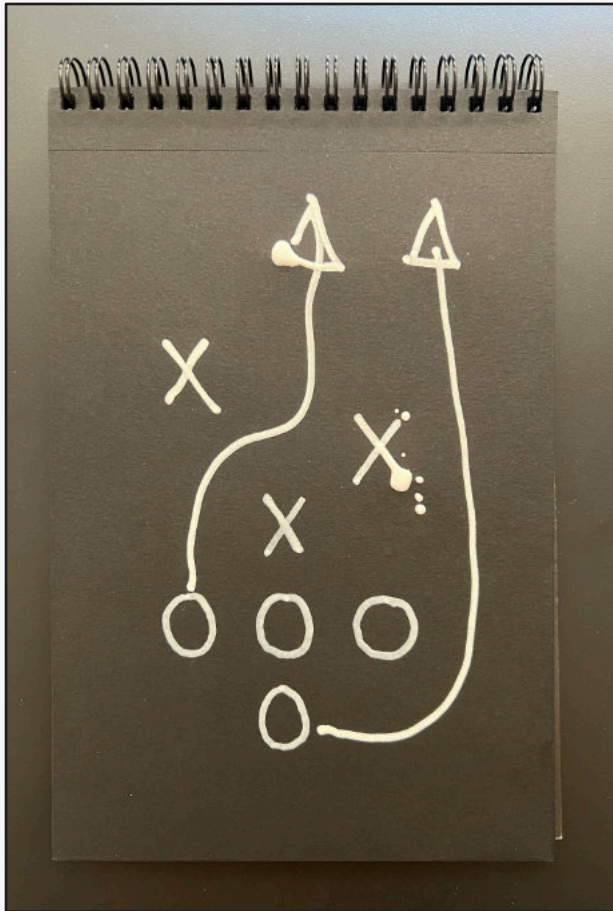
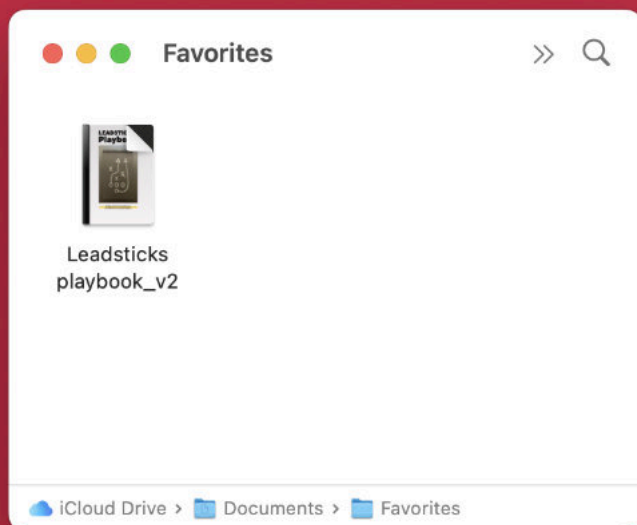


# LEADSTICKS' Playbook

(Release 2)



Simple yet effective practices  
for different successful leaders.



# Keep it at hand

# LEADSTICKS

## Note from the Author

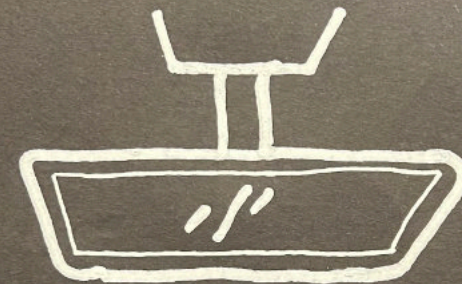
Hi! Thanks for your interest in **LEADSTICKS' PLAYBOOK (VERSION 2)**. I'm [Alberto C. Blanco](#), the writer behind [LEADSTICKS](#): a human zine for leaders like you. If you find this playbook useful, you'll love my newsletter. [Subscribe here to get future issues.](#)

# PAST-WEEK REVIEW

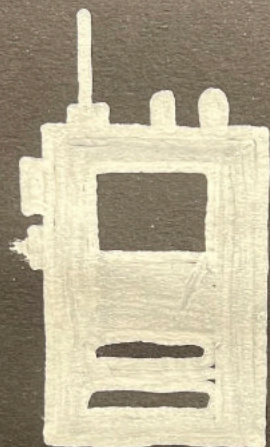
Best all-rounder

## DID I DO MY BEST TO...

1. Develop others (over assigning tasks)? ....Y/N
2. Provide vision (over deciding the how)? ....Y/N
3. Make questions (over solving problems)? ....Y/N
4. Improve the process (over firefighting urgencies)? ....Y/N
5. Promote early failure and learning (over punishing it)? ....Y/N







## WALK THE TALK

Best for leading by example

### ARE MY WORDS AND ACTIONS PROMOTING...

1. A culture of courage (over conform)? .....Y/N
2. A culture of openness (over stinginess)? .....Y/N
3. A culture of respect (over thoughtlessness)? .....Y/N
4. A culture of empathy (over indifference)? .....Y/N
5. A culture of trust (over excessive control)? .....Y/N

**LEAD BY DESIGN,  
NOT BY DEFAULT!**



Join the club.



## BRAVING\*

Best for building trust

### DID I DO MY BEST TO...

#### Boundaries

Declare what's right and what's not? Respect other people's limits? .....Y/N

#### Reliability

Do what I promised to do? .....Y/N

#### Accountability

Own the results from my actions, apologize, and make amends? .....Y/N

#### Vault

Refrain from sharing information that was not mine to share? .....Y/N

#### Integrity

Choose doing what's right (over what's easy or comforting)? .....Y/N

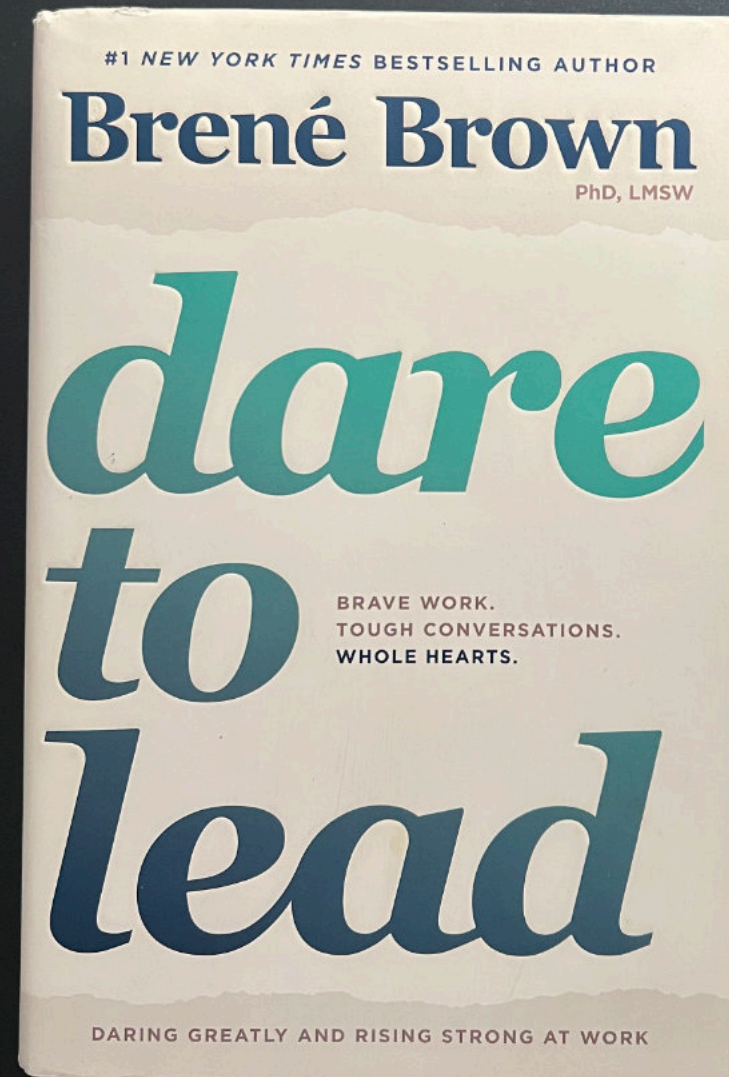
#### Nonjudgment

Hear people's needs without judgment? .....Y/N

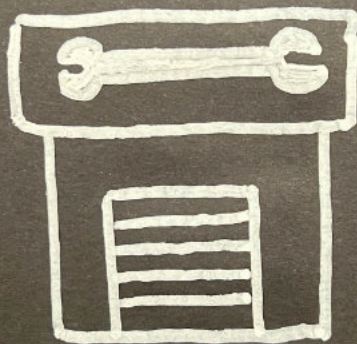
#### Generosity

Be kind and compassionate toward others and toward myself? .....Y/N

\* Adapted from Brene Brown's work. Check out page 234 from this wonderful book.







## PIT-STOP

Best for getting what you want

### STEPS:

1. Warm up: **What am I grateful for right now?** (Write down 4 things)
2. **What things** from my routine **bring me joy** that I would like to **keep** experiencing? (Write down as many as possible)
3. **What things** from my routine I **don't enjoy** as to **avoid** them from now on? (Write down as much as you like)
4. **What's the most important thing** I want to **achieve** in my life **right now?** (Take your time answering this one)
5. **How might I achieve questions #2, #3, and #4?**  
(Write down 40 ways or more; from the obvious to the outrageous ones)
6. Write a "**#2**" in the options that might help you experience those sources of joy
7. Write a "**#3**" in the options that might help you avoid those things you dislike
8. Write a "**#4**" in the options that might help you achieve the most important thing (deep down, you know very well what that thing is)
9. **Pre-select the top-3** options that help you the most
10. **Assuming any of your pre-selected options will bring you a GIGANTIC SUCCESS, which one would you like to pursue?**  
(That's the course of action to explore next)

# People-grower

Best for giving feedback

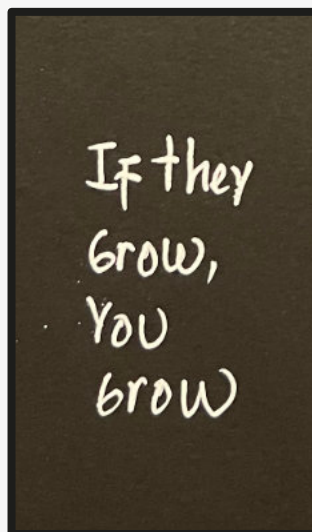
## BEFORE THE CONVERSATION

**1. Remember, points of view are not better nor worse, they're different!**

2. Offer to provide feedback. If they're open to it, they'll let you know.

3. Prepare yourself with these 3 questions:

- What are 2 topics you might discuss?
- What is 1 thing you hope to say?
- What's 1 question you will ask?



## DURING THE CONVERSATION

**1. Let them know you trust their judgement.**

2. Let them know they are free to accept or refuse your suggestions.

3. Share your point of view (avoid labels or generalizations)

4. Ask how they see things.

5. Listen with your all senses (your 6th sense included)

6. Brainstorm possibilities together.

7. Let them decide what to do next.

8. Ask if there's anything you can do to help.

## AFTER THE CONVERSATION

**• How was your performance?**

- Did you talk or listen the most? (Aim for the latter).
- Did you state things as right vs wrong, or did you adopt a different by default mindset? (Aim for the latter).
- Did you add or reduce anxiety, stress, and discomfort? (Aim for the latter).
- Reflect on things you can do to refine your skills as a people-grower.





If they  
grow,  
You  
grow

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