The Leader's Growth Path

Session 3: Earning and Sustaining Trust Over Time — 14-Day Journal

The Sustainability Principle

Rule 1: Make It Visible — Communicate what you are doing, why, and when — before people have to ask.
Rule 2: Keep It Fair — Everyone who depends on you gets your honest effort, especially the quiet ones.
Rule 3: Do Not Abandon — When pressure rises, no one you committed to gets dropped.

Phase 1: Noticing (Days 1–5)

Goal: See your circles of trust clearly — who counts on you, and where the gaps are.

Day 1

> Map your circles of trust. Inner circle (family, closest friends), middle circle (teammates, classmates, group members), outer circle (neighbors, acquaintances). Who is in each one?

Day 2

> Look at your inner circle. What commitment do they count on that you have never said out loud? Write it down.

Day 3

> Look at your middle circle. Who is the quietest person — the one who never complains or asks for attention? When did you last check in with them?

Day 4

> Think about the three failure modes: overcommit, go silent, play favorites. Which one are you most likely to fall into? Write an honest example from the last month.

Day 5

> Did someone have to ask you for an update today — something you should have communicated without being asked? What would it look like to make that commitment visible?

Phase 2: Naming (Days 6–9)

Goal: Practice the Sustainability Principle — visible, fair, nobody abandoned.

Day 6

> Choose one commitment in your middle circle and make it visible today — send an update, check in, or follow through before anyone asks. What did you do? How did they respond?

Day 7

> Reach out to the quiet person you identified on Day 3. Not because they asked — because you noticed. What happened?

Day 8

> Did you say yes to something today that you are not sure you can keep? If so, what would it look like to be honest about your capacity instead?

Day 9

> Think about all three stories: Nehru built systems. Shackleton treated everyone equally. Dolley Madison served every group before herself. Which approach fits your life best right now?

Phase 3: Practicing and Reflecting (Days 10–14)

Goal: Build the daily trust habit — and reflect on the whole module.

Day 10

> What repeatable habit could you build — like Nehru's letters — that would keep your commitments visible to the people who count on you? Can you start it this week?

Day 11

> Think about the Trust Account over time. Where is your balance highest? Where has it been eroding through neglect — small missed commitments that no one called you on?

Day 12 — Module Reflection

> Look back across all three sessions. Session 1: Build trust through specific commitments. Session 2: Repair trust through specific action. Session 3: Sustain trust through visibility, fairness, and presence. Which of the three skills has been hardest for you? Why?

Day 13 — Module Reflection

> Name one relationship where you have grown in trust over these six weeks. What specifically changed — in your actions, not just your intentions?

Day 14 — Module Reflection

> Write your own definition of what it means to be someone others trust. Use what you have learned — not a dictionary definition, but what you now know from practice.