The Leader's Growth Path

Session 4: What Integrity Looks Like — 14-Day Journal

The Integrity Compass

Step 1: See the Gap — Where do you act differently in private than in public?
Step 2: Name the Cost — What would it cost you to close that gap?
Step 3: Choose One Change — Pick one specific behavior to align this week.

Phase 1: Noticing (Days 1–5)

Goal: See the gap between your public self and your private self.

Day 1

> Think about the last week. Name one time you acted differently when no one was watching than you would have if someone you respect were there. What did you do differently?

Day 2

> Think about your words. Do you say the same things about people whether they are in the room or not? Name one person you talk about differently behind their back.

Day 3

> Think about your effort. Is there something you do carefully when someone is watching but rush through when no one checks? What is it?

Day 4

> Think about rules. Is there a rule you follow when someone might catch you but break when you know you will not get caught? Write it down honestly.

Day 5

> Run the Integrity Test on today: "Would I have done everything today the same way if everyone I respect could see me?" Where was the gap?

Phase 2: Naming (Days 6–9)

Goal: Use the Integrity Compass — see the gap, name the cost, choose one change.

Day 6

> Pick the biggest gap you noticed in Phase 1. Run the Integrity Compass: (1) What is the gap? (2) What would it cost to close it? (3) What one change will you make?

Day 7

> Did you close the gap today — the one change you chose yesterday? What happened? If not, what got in the way?

Day 8

> Think about the three stories: Liddell was tested by pressure, Sendler by secrecy, Cato by time. Which test is hardest for your integrity right now? Why?

Day 9

> How does the gap connect to trust? Has your gap ever cost someone else their trust in you — even if they did not know why?

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

Goal: Build the daily habit of the Integrity Test.

Day 10

> Run the Integrity Test tonight. Where was your gap today? Is it the same gap as yesterday, or a different one?

Day 11

> Think about someone you know who seems like the same person in every room. What do they do that you notice? What can you learn from them?

Day 12

> Has closing the gap gotten easier over the last week? What changed — in your actions, not just your intentions?

Day 13

> How does integrity connect to the trust skills from Module 1? Does being the same person in every room make it easier to keep commitments, make repairs, and sustain trust?

Day 14

> Write your own definition of integrity based on what you have practiced — not a dictionary definition, but what you now know from two weeks of noticing and closing the gap.