

Built for **HARD**

Leadership Drill Playbook

3R Challenge-Stress Ritual – Turn Quiet Burnout into Challenge-Fuelled Momentum

Quiet burnout shows up as busy calendars and tired eyes. Modern work rewards hustle just when the job demands endurance, courage and crystal-clear thinking. This one-page playbook gives leaders a proven drill to convert latent stress into performance momentum—no budget approvals required.

Leadership Drill – 3R Challenge-Stress Ritual

1. Reset – One intentional diaphragmatic breath before the toughest block to claim a pause between stimulus and response.
2. Rip – Sprint hard for 52 minutes of focused work (Pomodoro ×2) on the single most leverage-rich task.
3. Recover – Mandatory 8-minute walk or stretch, no screens, to down-shift cortisol and prime the brain for the next rep.

Why it Works – Self-Determination Theory (Deci & Ryan)

- Competence: Frame the drill as a skill to be mastered; track the percentage of sprints completed each week.
- Autonomy: Let individuals choose the task they 'Rip' on—ownership increases intrinsic drive.
- Relatedness: Open Monday stand-ups with a quick share: one success from last week's drill, one barrier to solve together.



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Measure Momentum

- Weekly: percentage of team members hitting ≥ 2 full 3R cycles per day
- Monthly: Change in self-reported energy (1-10 scale) and deep-work output (objective metric)
- Quarterly: Engagement survey items on 'mental focus' and 'sense of progress'

Run the drill for two weeks, share the wins, and watch challenge-fuelled momentum replace quiet burnout.

Ready for the full framework?

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