

# Built for **HARD**

When pressure rises, I tend to become:

---

The ownership I want others to experience from me is:

---

**A phrase, story, or insight I want to remember from the keynote:**

---

---

## **Ownership is care made visible through action**

Ownership is not just doing more. Ownership is choosing to care about the work, the people, the client, the project, and the outcome – then acting like it matters.

## **The 3 Ownership Questions**

**1. What do I care about enough to champion?** People / team / client / quality / trust / schedule / budget / reputation / future leaders / other:

---

**2. What is mine to carry?** The responsibility, conversation, communication, decision, feedback, follow-through, or example that is mine right now:

---

**3. What loop do I need to close?** A promise, expectation, issue, handoff, decision, feedback conversation, or unanswered question:

---

**V:DA** Values Driven  
Achievement

**Unlock Your Team's Potential with Built for Hard™**

Keynotes - Workshops - Coaching

# Built for **HARD**

What is mine to carry right now?

---

Where am I carrying too much, too tightly, or in a way that stops others from owning their part?

---

What conversation, clarification, or feedback needs to happen earlier?

---

*Ownership needs both **GRIT & GRACE**. **Grace** helps people stay open, supported, trusted, and willing to learn. **Grit** helps people face reality, follow through, and do the hard thing.*

Does ownership ask for more **grace** or **grit** from me? What does my shift look like?

---

---

---

One behaviour I can own that would better protect the people:

---

One behaviour I can own that would better protect the work:

---

One behaviour I can own that would better protect the trust:

---

**V:DA** Values Driven  
Achievement

Unlock Your Team's Potential with Built for Hard™

Keynotes - Workshops - Coaching