



Your 90-Day Practice

A downloadable companion to

The 10 Character Commandments of Leadership

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BECAUSE CHARACTER BUILDS CULTURE

How This Works

You have finished the book. You have Ten Commandments, ten codes, and a clearer sense of where you lead well and where you don't. None of that becomes leadership until you do something with it.

This is the something.

Three cycles of 28 days. Each cycle focuses on **One Commandment**. Between cycles, you stop, review, and choose the next focus. Ninety days in total, which is closer to where the research says habits actually form. You will not transform yourself in 28 days. You will see what changes, what holds, and what you need to work on next.

Before any of that, there is a setup week. Four days where you do the diagnostic work that makes the 90 day's worth running. Day minus three through Day zero. The practice itself starts on Day one.

Print this. Write on it. Pen rather than keyboard. Writing slows you down enough to mean what you wrote.

What is in This Workbook

Section 0 is a single page where you capture your scores, lines, and notes from all ten chapters. It is the reference document everything else draws from.

Setup week walks you through Days minus three to zero. Diagnostic work in manageable pieces before practice begins.

Section 1 brings your nine lines into one place.

Section 2 maps where you are strong and where you have work to do.

Section 3 tests your judgement against three scenarios where commandments collide.

Section 4 is where you write your integrated leadership code. You will draft it three times across the 90 days. All three drafts stay visible.

Section 5 runs three 28-day cycles, each with a daily tracker, a weekly review built in, and a cycle review at the end.

Section 6 is a six-day pause at the end. Not another cycle, but a decision.



Setup Week: Day Minus 3 to Day 0

The temptation is to skip the setup and start the practice tomorrow. Resist it. The reason most leadership workbooks end after Day 9 is that the reader started without doing the diagnostic work, picked a focus that sounded good, and discovered by Day 12 it was the wrong one.

Four days. **Each day is roughly 30 to 60 minutes of focused thinking.** Do them in order. Do not stack them onto a single afternoon. Sleep between them.

Day minus 3

Complete Section 0 (the ten-row summary) and Section 1 (your nine lines pulled from Section 0). Roughly 20 to 30 minutes.

Day minus 2

Complete Section 2 (where you are strong, where you have gaps, what the pattern is) and Section 3 (the wisdom test, three scenarios). Roughly 35 to 45 minutes. The wisdom test needs thinking time. Do not rush it.

Day minus 1

Complete Section 4 (the first draft of your integrated leadership code) and the Cycle 1 setup page (focus, daily practice, accountability partner, first check-in date). Roughly 30 - 45 minutes.

Day 0

Rest. Read what you have written. Sleep on it. Cycle 1 begins tomorrow.

Section 0: Your Ten Commandments At A Glance

One page. Ten rows. Capture what the book gave you before you decide what to do with it. Your score from each chapter assessment, the line you wrote at the end of the chapter, and one sentence on what came up while you were reading.

Wisdom sits in this table because the chapter scored it like the others, but it has no line. Section 3 handles wisdom on its own terms. **This is the page you come back to every time you return to the workbook. It is your reference point.**

Commandment	My Score	My Line (from end of the chapter)	One Sentence on What Came Up
Integrity			
Courage			
Authenticity			
Humility			
Empathy			
Accountability			
Service			
Relentlessness			
Vision			
Wisdom		<i>Wisdom has no line. Section 3 handles it.</i>	



Section 1: Your Nine Lines

You have already written these once, in Section 0. Now write them again, here, in one place, with nothing else on the page competing for attention.

This is deliberate. Section 0 captures your lines next to your scores and your notes, which is useful for reference but wrong for what comes next. Reading the nine lines together, on their own, is when you find out whether they sound like one leader or nine different people. That is the diagnostic the rest of the workbook depends on.

Copy each line from your Section 0 table into the space below. Do this slowly. Read each one aloud as you write it. **If a line sounds off when you say it, do not fix it yet.** Write it as you originally wrote it. The point of this section is to hear what you actually have, not to improve it.

My Integrity Line: _____

My Courage Line: _____

My Authenticity Line: _____

My Humility Line: _____

My Empathy Line: _____

My Accountability Line: _____

My Service Line: _____

My Relentlessness Line: _____

My Vision Line: _____

Why Nine Lines and Not Ten?

Wisdom is not a line you write. It's how you read the moment and decide which of the other nine to pull on. You will test that in Section 3.

Look at your nine lines side by side. They're not separate principles. They're one integrated code. If they sound like they belong to nine different people, that is information. The work ahead is making them sound like one.



Section 2: Where You Are Right Now

Two questions. Honest answers.

Where Are You Strongest?

Circle the three commandments where you scored highest in the chapter assessments, or where you felt most confident reading the chapter. These are the virtues you default to under pressure.

Integrity	Courage	Authenticity	Humility	Empathy
Accountability	Service	Relentlessness	Vision	Wisdom

Where Are You Most in Need of Development?

Circle the three commandments where you scored lowest, or where reading the chapter made you most uncomfortable. **This is your work.**

Integrity	Courage	Authenticity	Humility	Empathy
Accountability	Service	Relentlessness	Vision	Wisdom

What is the Pattern?

Look at your strengths and your gaps together. Where do they cluster? Are your strengths internal (integrity, relentless, vision) and your gaps relational (empathy, humility, service)? Are you strong on courage but weak on the wisdom of when to use it? The pattern tells you where your leadership development needs to focus.

Write what you see:

Hold this pattern in mind. Your integrated code in Section 4 has to address it, not sidestep it.



Section 3: The Wisdom Test

Wisdom shows up when commandments conflict. Three scenarios. Work through each one. There is no perfect answer. Practical wisdom is making the best call with incomplete information, competing virtues and real consequences.

Scenario 1

A team member is underperforming, but they are dealing with a personal crisis.

Accountability says address the performance gap now.

Empathy says give them space and support.

Service says consider what the team needs from this person.

What does practical wisdom say?

Scenario 2

You see a major strategic opportunity, but pursuing it means breaking a commitment you made to your team about work-life balance.

Integrity says keep your word.

Vision says seize the opportunity.

Relentlessness says push for what matters.

What does practical wisdom say?

Scenario 3

A colleague asks your opinion on a decision you think is wrong, but speaking up could damage the relationship and your influence.

Courage says speak the truth.

Humility says consider you might be wrong.

Authenticity says do not perform agreement.

What does practical wisdom say?

What did your answers tell you?

Did you default to one commandment over others across all three scenarios?

Did you avoid certain tensions entirely?

That is where your wisdom needs development.

Which scenario tested your default most directly? Mark it with a star. You will come back to this one at Day 84 and answer it again.

Carry the pattern you just identified into Section 4. Your integrated code cannot sidestep your default. It has to address it.

Section 4: Your Integrated Leadership Code

Now write the whole. Not nine lines. One. A single statement that captures who you are as a leader when you are living all ten commandments together.

You will write this code three times across the 90 days.

The first draft is a hypothesis.

The second draft, written at Day 28, is informed by one cycle of practice.

The third draft, written at Day 84, is informed by all three cycles and is the version you carry forward.

Do not cross out the old versions. The gap between Draft 1 and Draft 3 is the evidence.

Two Examples to Push Against, Not Copy

These are deliberately different shapes. Yours should sound like neither of them.

Example one. *I lead so the people around me leave better than they arrived. I tell the truth fast, own what is mine, and stay in the room when it gets hard.*

Example two. *Same in every room. Honest before I am liked. Useful before I am right. In service of the work, not the title.*

If your code sounds like a mission statement, rewrite it.

If it sounds like advice for somebody else, rewrite it.

It should sound like the person you are working to be when nobody is checking.

Draft 1: Written Day Minus 1

Your code must address the default pattern Section 3 revealed. If you defaulted to accountability across all three scenarios, your code cannot be a code that just doubles down on accountability. It has to deal with where accountability is crowding out the virtues it conflicts with.



Draft 2: Written At Day 28

After Cycle 1. Has one commandment of focused practice changed how the code reads?

Rewrite it from scratch, do not edit Draft 1.

Draft 3: Written At Day 84

After all three cycles. This is the version you carry forward.

Rewrite from scratch.



Section 5: Your 90-Day Practice

Ninety days. Three cycles. One commandment per cycle.

You can't work on all ten at once. You probably can't work on three at once either. One at a time, 28 days at a time, with weekly reviews built in and two cycle review between them.

Cycle 1: Days 1 to 28

Which Commandment Will You Focus On?

Choose the one that will have the biggest impact on your leadership right now. Not the easiest one. The one that matters most. This is usually one of the three you circled as a gap in Section 2.

My Focus: *Choose one commandment. Usually one of the three you circled as a gap. Write the name only.*

My Daily Practice: *One concrete action. "Speak up once in every meeting where I usually stay silent" not "be more courageous."*

Accountability Partner:

Name them. Tell them your focus and your practice. Ask them to check in weekly.

First Check-in Date: _____

How Will You Track It?

Each day, three fields. Did you practise it (Y or N). Were you tested today (Y or N). One sentence on what happened, or three to four sentences if you were tested.

The tested column is the one that matters most. A day where you practised but were not tested is a rehearsal. A day where you were tested and held the line is character. A day where you were tested and did not hold the line is the data you need to read most carefully.

At the end of every seventh day, fill in the weekly review row. Four short prompts. Do not skip them. The weekly review is what stops 28 days of notes becoming an unreadable wall by Day 28.



Cycle 1 Daily Tracker

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
1		Y/N	Y/N	
2		Y/N	Y/N	
3		Y/N	Y/N	
4		Y/N	Y/N	
5		Y/N	Y/N	
6		Y/N	Y/N	
7		Y/N	Y/N	
Week 1 Review	Pattern across the week: Hardest moment: What my accountability partner noticed: What I'm adjusting for next week:			

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
8		Y/N	Y/N	
9		Y/N	Y/N	
10		Y/N	Y/N	
11		Y/N	Y/N	
12		Y/N	Y/N	
13		Y/N	Y/N	
14		Y/N	Y/N	
Week 2 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>			



Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
15		Y/N	Y/N	
16		Y/N	Y/N	
17		Y/N	Y/N	
18		Y/N	Y/N	
19		Y/N	Y/N	
20		Y/N	Y/N	
21		Y/N	Y/N	

Week 3 review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>
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Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
22		Y/N	Y/N	
23		Y/N	Y/N	
24		Y/N	Y/N	
25		Y/N	Y/N	
26		Y/N	Y/N	
27		Y/N	Y/N	
28		Y/N	Y/N	
Week 4 review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>			



Cycle 1 Review (Day 28)

Before you start Cycle 2, sit with these four questions. **Do not rush them.**

Did you do what you said you'd do?

What changed in how you led?

What did your accountability partner say?

What's the next commandment that needs your attention?

Now turn back to Section 4 and write Draft 2 of your integrated code.
Rewrite from scratch. Do not edit Draft 1.

Cycle 2: Days 29 to 56

My Focus: *Concrete action only. See Cycle 1 if you need the example.*

My Daily Practice:

Accountability Partner:

First Check-in Date: _____

Cycle 2 Question:

Is your focus a different commandment from Cycle 1 or the same one again?
What is your honest answer to why?

Cycle 2 Daily Tracker

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
29		Y/N	Y/N	
30		Y/N	Y/N	
31		Y/N	Y/N	
32		Y/N	Y/N	
33		Y/N	Y/N	
34		Y/N	Y/N	
35		Y/N	Y/N	
Week 5 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>			

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
36		Y/N	Y/N	
37		Y/N	Y/N	
38		Y/N	Y/N	
39		Y/N	Y/N	
40		Y/N	Y/N	
41		Y/N	Y/N	
42		Y/N	Y/N	

Week 6 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>
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Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
43		Y/N	Y/N	
44		Y/N	Y/N	
45		Y/N	Y/N	
46		Y/N	Y/N	
47		Y/N	Y/N	
48		Y/N	Y/N	
49		Y/N	Y/N	
Week 7 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>			



Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
50		Y/N	Y/N	
51		Y/N	Y/N	
52		Y/N	Y/N	
53		Y/N	Y/N	
54		Y/N	Y/N	
55		Y/N	Y/N	
56		Y/N	Y/N	
Week 8 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>			



Cycle 2 Review (Day 56)

Did you do what you said you'd do?

What changed?

Are the changes from Cycle 1 still holding, or have they slipped?

What's the next commandment that needs your attention?

Cycle 3: Days 57 to 84

My Focus: *Concrete action only. See Cycle 1 if you need the example.*

My Daily Practice:

Accountability Partner:

First Check-in Date: _____

Cycle 3 Question:

You have now practised two commandments.
Is the third focus the one you have been avoiding?

Cycle 3 Daily Tracker

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
57		Y/N	Y/N	
58		Y/N	Y/N	
59		Y/N	Y/N	
60		Y/N	Y/N	
61		Y/N	Y/N	
62		Y/N	Y/N	
63		Y/N	Y/N	
Week 9 Review	Pattern across the week: Hardest moment: What my accountability partner noticed: What I'm adjusting for next week:			

Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
64		Y/N	Y/N	
65		Y/N	Y/N	
66		Y/N	Y/N	
67		Y/N	Y/N	
68		Y/N	Y/N	
69		Y/N	Y/N	
70		Y/N	Y/N	

Week 10 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>
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Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
71		Y/N	Y/N	
72		Y/N	Y/N	
73		Y/N	Y/N	
74		Y/N	Y/N	
75		Y/N	Y/N	
76		Y/N	Y/N	
77		Y/N	Y/N	

Week 11 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>
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Day	Date	Practised	Tested	What happened (one line if untested, more if tested)
78		Y/N	Y/N	
79		Y/N	Y/N	
80		Y/N	Y/N	
81		Y/N	Y/N	
82		Y/N	Y/N	
83		Y/N	Y/N	
84		Y/N	Y/N	

Week 12 Review	<p>Pattern across the week:</p> <p>Hardest moment:</p> <p>What my accountability partner noticed:</p> <p>What I'm adjusting for next week:</p>
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Cycle 3 Review (Day 84)

Did you do what you said you would do across all three cycles?

Go back to Section 3.

Find the scenario you marked with a star. Answer it again here without looking at your original answer.

Now compare your two answers. If they are similar, either your wisdom default is real and durable, or 90 days of practice did not touch it. If they are different, the practice has moved you. Which is it, and what is the evidence?

Turn back to Section 4 and write Draft 3 of your integrated code.

This is the version you carry forward. Rewrite from scratch.

Section 6: Days 85 to 90

You have done three cycles. **The temptation now is to stop. Do not.**

The last six days are not another cycle. They are a deliberate pause. Ninety days is where the research says habits start to embed. Your job for these six days is to test whether they have.

For each of the next six days, write one sentence in answer to this question:

Did I lead like the integrated code today, or did I drift back to who I was 90 days ago?

Day	Date	Did I Lead Like the Integrated Code Today, or Did I Drift Back?
85		
86		
87		
88		
89		
90		

On day 90, Decide One of Two Things

Either the code holds.

You are ready to start a new 90-day cycle on three different commandments.

Or the code is slipping.

Pick the Cycle 1 focus again and run it for another 28 days.

Both answers are honest. The dishonest answer is closing the workbook and telling yourself the work is done.



Final note

Ninety days will not finish this work. **Nothing finishes this work.** You carve at character and the marble pushes back, for as long as you keep showing up.

What you will have at **the end of this workbook is evidence.** Evidence of what you said you would do, what you actually did, and what changed because of it. That evidence is the only proof that your code is real and not performance.

Come back to this workbook every time you take on a new role, lead a new team, or feel the gap between who you are and who you said you would be widen.

The book closed at the conclusion. The practice never closes.

