



🌀 30-Day Experiment Pack — “7 Ways to Lead Without Ego”

Purpose: A 30-day self-audit and team challenge to build humility into daily leadership.
 Each habit has a *practice*, *experiment*, *metric*, and *reflection zone*.
 Run one or all seven. Measure progress weekly. Share one public learning at the end.

#	Ego-Free Leadership Habit	30-Day Practice / Experiment	Metric / Evidence	Weekly Reflection (Notes + Team Feedback)
1	👂 Begin with Listen	Start every meeting with 3 minutes of uninterrupted listening . No agenda until everyone's spoken once.	% of meeting time spent listening / “Feeling Heard” survey (1–5)	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
2	🤝 Replace “I” with “We” in Decision Notes	Use a decision memo that lists <i>contributors</i> + <i>dissenters</i> . Publish one each week.	Count of non-leaders contributing; # of dissent points recorded	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
3	📖 Public Error Log	Post one “Error & Learning” entry weekly (3–5 sentences + fix).	# of fixes implemented / Team trust pulse score	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
4	🔍 Red-Team Permission Zone	Run one no-penalty contrarian session on a major plan.	# of changes made / # of risks avoided	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
5	⚙️ Decision Thresholds	Publish what the leader decides vs. what's delegated. Test by delegating 3 decisions .	Cycle-time reduction / Decision satisfaction score	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
6	🙏 Humble Confidence Rituals	Do 2 humility rituals/month (gratitude call + frontline day). Share 3 lessons.	Employee NPS change / # frontline ideas implemented	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐
7	🌟 Silent Hero Shoutouts	Launch peer-nominated quiet-win recognitions each sprint.	# of shoutouts / Collaboration requests rise	Week 1 ☐ Week 2 ☐ Week 3 ☐ Week 4 ☐

Your Mini Dashboard (End-of-Month Snapshot)

Metric	Baseline	Day 15	Day 30	Δ (Change)	Notes / Insights
Trust Score (1–5)	☐	☐	☐	☐	
Delegation Ratio (%)	☐	☐	☐	☐	
Error Disclosure Rate (#/wk)	☐	☐	☐	☐	
Decision Cycle Time (days)	☐	☐	☐	☐	

Reflection & Commitment

-  *Biggest surprise about ego this month:* _____
-  *One behavior I'll continue beyond 30 days:* _____
-  *Ego habit I'll stop this week:* _____
-  *Share publicly:* Tag **@AddikaChannels** and post your learning with the hashtag **#EgoFreeLeadership**



🕒 30-Day Team Experiment Pack — “7 Ways to Lead Without Ego”

Purpose: To build collective humility as a measurable leadership discipline.

Each team runs the same seven ego-free experiments, tracks progress weekly, and shares one group learning at the end.

📋 Experiment Overview (Team Version)

#	Ego-Free Leadership Habit	30-Day Practice / Experiment	Metric / Evidence	Team A	Team B	Team C	Team D	Team E
1	👂 <i>Begin with Listen</i>	3 min uninterrupted listening at start of every meeting.	% listening time / “Feeling Heard” pulse	☐	☐	☐	☐	☐
2	🤝 <i>Replace “I” with “We”</i>	Weekly decision memo with contributors + dissenters.	# non-leader contributions / dissent points	☐	☐	☐	☐	☐
3	📖 <i>Public Error Log</i>	Weekly “Error & Learning” update (short + remedy).	# fixes / trust score trend	☐	☐	☐	☐	☐
4	🔍 <i>Red-Team Zone</i>	One contrarian feedback session (no penalties).	# insights / # risks avoided	☐	☐	☐	☐	☐
5	⚙️ <i>Decision Thresholds</i>	Publish and test delegation rules; delegate 3 decisions.	Cycle-time drop / satisfaction score	☐	☐	☐	☐	☐
6	🌱 <i>Humble Confidence Rituals</i>	2 humility acts (gratitude call + frontline day).	Employee NPS / ideas implemented	☐	☐	☐	☐	☐
7	🌟 <i>Silent Hero Shoutouts</i>	Peer-nominated quiet-win awards each sprint.	# shoutouts / collaboration rise	☐	☐	☐	☐	☐

(Teams tick or color-code boxes weekly:  on-track,  in-progress,  stalled.)

Shared Dashboard — Ego-Free Culture Metrics

Metric	Definition	Data Source / Frequency	Team A	Team B	Team C	Team D	Team E
Trust Score (1–5)	"I feel safe to speak up" pulse	Weekly 1-question survey	☐	☐	☐	☐	☐
Delegation Ratio (%)	% of decisions made by teams vs. leaders	Decision log monthly	☐	☐	☐	☐	☐
Error Disclosure Rate (#/wk)	Logged errors normalized by team size	Public error log weekly	☐	☐	☐	☐	☐
Decision Cycle Time (days)	Avg. time from request → resolution	Decision memo timestamps	☐	☐	☐	☐	☐
Collaboration Score	Cross-team assistance or nominations	Peer nomination forms monthly	☐	☐	☐	☐	☐

(Optional: use color gradients or sparklines in Excel / Sheets for visual tracking.)

Weekly Reflection Zones (Fillable)

Week	Ready	Team A Reflection	Team B	Team C	Team D	Team E
Week 1	What surprised you about ego's impact this week?					
Week 2	Which habit felt most natural or resisted?					
Week 3	What systemic blocker to humility emerged?					
Week 4	What team behavior changed noticeably?					

☑ End-of-Month Team Retrospective

Question	Team A	Team B	Team C	Team D	Team E
Biggest culture shift observed					
One policy or process we'll institutionalize					
Ego habit we'll retire as a group					
Public commitment (tweet/Slack post link)					

🔗 How to Use This Sheet

1. **Assign** a culture steward in each team to update weekly boxes.
2. **Visualize** trends in a shared dashboard (Google Sheets or Miro).
3. **Publish** one visible “Error & Learning” and one “Silent Hero” shoutout every Friday.
4. **Discuss** collective insights in the month-end retrospective.
5. **Share** your top metric improvement and humility story — tag **@AddikaChannels** with **#EgoFreeLeadershipTeam**.