

The Showing Up Discipline Card

Everything you've learned is leverage. Showing up is the lever. Four practices that compound — calendared, repeated, recognized.

The four practices

The one-on-one

One per week

Smallest that counts: a 10-minute phone call instead of a 30-minute coffee. To learn what they care about — not to recruit, not to brief.

The meeting cadence

One recurring meeting, commit like rent

Smallest that counts: first 15 minutes on Zoom, camera off. Pick the one closest to the lever, not the one you most enjoy.

The public moment

At least one per month

Smallest that counts: one sentence read from your phone at public comment. A signed letter. A short post that names the work.

The reflection

15 honest minutes per week

Smallest that counts: three lines in a note on your phone. What did I show up for? What did I skip? What am I learning?

The unbroken chain

A perfect hour every other week does not compound the way a kept 10 minutes every week does. The discipline is not the size of the action; the discipline is the unbroken chain.

Self-check — the smallest version still counts when...

Your name is in the room (or on the record).

You did the thing without performing the thing.

One person who matters knows you were there.

It happened on a hard day, not just an easy one.

One-on-One Template + Four-Week Pattern

The IAF-style relational meeting pulled from seventy years of community organizing. Plus a four-week pattern grid for picking your three real commitments.

The one-on-one (IAF-style relational meeting)

Time: 15–25 minutes

80%listen, 20% speak. The ratio matters.

Story and self-interest — NOT task or project. "What do you care about?" not "Can you do X for our coalition?"

Ask: what shaped them on this issue? Where did the heat come from?

Share: one short piece of your own story on the same issue.

Close: "Who else do you think I should hear from?" (Note who they name — it's a power map data point.)

NO ask at the end. The ask comes in a separate, later meeting.

Your four-week pattern (commit to three rows)

COMMITMENT	WEEK 1	WEEK 2	WEEK 3	WEEK 4
#1 <i>Practice + time + smallest version + person who'll notice</i>				
#2 <i>Practice + time + smallest version + person who'll notice</i>				
#3 <i>Practice + time + smallest version + person who'll notice</i>				

One identity, not one project

Projects end. Identities accumulate. Each time you show up — even at the smallest version — you give yourself one more piece of evidence about who you are.

Two real commitments beat ten that quietly evaporate by week three.