BUILDING THE LEADER YOUR BUSINESS NEEDS

W.A.D.E. LEADERSHIP PRACTICE — revised October 4, 2026

You have worked through the steps of building a business. Now consider the person making those decisions each day: you. You can have a meaningful idea and still struggle to act on it. You can move quickly and miss an important fact. You can support everyone around you and carry work they could learn to own. Start with one real situation. Notice what it asks of you, and choose one useful move.

FOUR CAPACITIES YOU CAN PRACTICE

Willful, Assertive, Discerning and Empowering give you four ways to approach that move. Each is available to you. You may call on them differently at work, at home or under pressure. They are capacities you can practice, rather than permanent boxes that tell you who you are.

Willful holds vision and conviction. It asks what meaningful future you can see and why it is worth pursuing. Faith may be part of your purpose. Give that purpose a grounded direction. A big idea needs room to grow, and it needs a route that fits the reality in front of you. When vision turns into waiting, use Discerning to check the assumptions and Assertive to make a concrete commitment.

Assertive puts commitment into motion. It helps you decide, make a clear request, pursue an outcome and follow through. Choose a step small enough to begin, say when you will do it, and name what completion looks like. When action becomes rushing or pushing, listen to the people affected and examine the consequences before you continue.

Discerning examines the next move. It helps you notice context, evidence, timing and tradeoffs. Ask what information could change your choice. Careful thought serves action when it helps you choose wisely. If you keep thinking after you have enough information for a safe, reversible step, set a decision time and try the step. Learn from what actually happens.

Empowering carries useful value through people. Explain the opportunity clearly, invite willing contributions and provide the context and support someone needs to own a next step. A message grows when people understand it and can act on it. If support becomes rescue, agree on boundaries and give the other person room to carry their responsibility.

READ THE RESULT WITH CARE

The short assessment offers twelve situations. Choose the response closest to a recent experience. You can add a second response when both fit, or mark a situation that does not apply. Its percentages describe the relative share of selections in that response set. A smaller share does not establish lower ability or worth. A larger share does not establish overuse. A tie remains a tie.

Choose a capacity to practice by considering your goal and the situation. Your least-expressed capacity can suggest a constructive stretch. You decide whether that suggestion fits. Use a strength you already have to support the stretch. Record the action and its effect instead of trying to improve a percentage. This reflection tool is still being tested; it is not a validated personality or employment

test.

PERSONAL PRACTICE: ONE STEP EACH DAY

If you want steadier follow-through, try Assertive practice with one small action. On day one, write what you will do, when and what counts as done. On day two, begin the smallest part for ten minutes at your chosen time. On day three, name an obstacle and write a smaller step you can take if it appears. On day four, take the step again; make a respectful request if you need something from another person.

On day five, record what you completed or where you stopped. On day six, resume with an achievable step, even if you missed a day. On day seven, compare the commitment with what happened and choose the next realistic commitment. The app provides different daily steps for each capacity. These are structured practice suggestions using your chosen goal and action. Keep them safe and realistic.

Use the private journal if you want to keep daily checks and notes. It is encrypted in the browser where you save it, protected by your passphrase. It is not a cloud account or an automatic text service. Export an encrypted backup if you want to keep a copy. You can also download the plan and practice on paper. The useful question is: what did I do, what happened, and what will I adjust?

HUMAN TEAMS: BRING WILLING STRENGTHS TO REAL WORK

Begin with a result the team wants to achieve. Invite people to describe the contributions they want to make. One person may help imagine the direction, another may clarify the evidence, another may keep commitments moving, and another may equip the people carrying the work. Everyone can develop all four capacities. Rotate opportunities and review actual contributions. A reflection score should not rank employees or assign a permanent role.

Use a short check-in. What did each person intend to do? What did they actually do? What support or clarity would help the next step? Celebrate honest effort, useful learning and completed commitments. Personal growth may call for a constructive stretch; team work benefits from complementary contributions and room for everyone to grow.

AI TEAMS: GIVE THE WORK CLEAR RESPONSIBILITIES

For AI, use W.A.D.E. as a way to organize responsibilities. Willful clarifies the intended outcome. Discerning checks evidence and constraints. Assertive defines the permitted next action and completion condition. Empowering supplies context, tools and a clear handoff. A prompt alone does not prove that an agent can perform its role. Review the actual output against the task requirements, and keep a person accountable for consequential decisions.

The app's AI worksheet helps you draft those responsibilities manually. It does not connect to agents or measure their personality. Give each agent a bounded task, an appropriate permission set and an observable result to produce. Grow the system from work you can inspect.

PUT THE FRAMEWORK TO WORK

Open https://wishingaintdoingenough.com/assessment/ to take the free reflection, choose a goal and see a seven-day practice. Try it before deciding what it means for you. Use the pilot feedback download to share confusing wording, a useful next step or what happened after you tried it. Coaching and team workshops begin with a conversation and a scoped proposal.

Freedom, Family, Finances and Fatherhood give the practice a purpose in the life you are building. Fatherhood includes being a guiding and responsible presence in your community. Choose a move that serves those responsibilities. Wishing Ain't Doing Enough. Take the step, learn from it and keep going.

Your seven-day support loop Choose one small daily step, then check in: I did it, I did part, I got stuck, or not today. If you get stuck, select what got in the way and try the practical next move. A missed day does not erase progress. Your encrypted device-only journal can keep these check-ins and private notes. At the end, review what you actually tried, what helped and one next commitment. Download a summary only if you want to keep or share it; daily notes are excluded. This is your report, not a grade of your writing, personality or ability. You control journal deletion and backups.

You can download seven calendar sessions with the daily instructions and a link back to the journal. Your private goal and notes are excluded from the calendar. Calendar alerts depend on your settings. Automated text and email enrollment is not active.