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# Giving Your Best Effort When You're at Your Worst



1

**Best work** isn't always possible, but **best effort** is non-negotiable.

The core shift: you can't control circumstances, but you can control work habits and effort.



2

**Toughness is a learned work habit, not a personality trait.**

When life gets hard, some people melt down because they've never been coached through hard. Leaders teach that grit is a choice.



3

**"Routine" is relative, and perspective cures a lot of whining.**

The WWII "routine morning patrol" example is a gut-check reminder: our "hard day" is often someone else's warm-up lap.

5

**That's the manager vs. leader line in the sand.**

Managers drive tasks. Leaders develop people, have the tough-love conversations, and model constant learning.



4

**Hard times reveal who's accountable vs. who becomes a victim.**

Crises can become a convenient shield: "Boss, you can't hold me accountable." Leaders don't shame people, but they don't lower standards either.