



A FREE GUIDE FOR FOUNDERS & LEADERS

The Rooted Leader's Reset

7 steps to lasting change, without burning out

A short, hands-on guide to get clear on where you're going, celebrate what's already working, and leave with a 90-day plan you can start this week.

MISSION

VISION

IMPACT



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How to use this guide

Set aside about 45 minutes somewhere quiet. Answer each prompt in a few lines. Honest and quick beats perfect.

You can print this guide and write by hand, or type straight into the boxes on your computer and save your copy. Tick each box when it's done. At the end, you'll fill in a one-page 90-day plan and choose one small step for the next seven days.

Begin with what's working. Then look at what isn't.

Before you begin: what made you pick up this guide today?

If this reset goes well, what will be different 90 days from now?

1

Picture your thriving business

Before fixing anything, get clear on where you are going. A vivid picture pulls you forward on the hard days.

In one sentence, what does this business look like when it is thriving a year from now?

What will you and your team feel then that you don't feel today?

☐ I wrote my one-sentence vision ☐ I shared it with one person I trust

From Heidi *When I was building Life Alive, the days I lost my way were the days I lost sight of why we existed. Your vision is your compass, so keep it where you can see it.*

2

Celebrate what's working

Most leaders start with the problems. Start with what you love instead. Your strengths are the resources you'll use to fix the rest.

What are three things this business does beautifully right now?

Who on your team is quietly carrying more than their share of what's good?

☐ I listed three strengths ☐ I thanked someone specific this week

From Heidi *This is the step almost everyone skips, and it changes everything. Use what is working to help what is not.*

3

Name what's draining you

Now look honestly at the friction: the places where energy, time or money quietly leak away.

Where do the same problems keep coming back, week after week?

What decisions still land on your desk that shouldn't?

☐ I named my top three frictions ☐ I circled the one that costs the most energy

From Heidi I remember seasons when every number looked healthy and I still felt like I was treading water. Naming the friction out loud is where the way forward begins.

4

Pick three numbers that matter

You don't need a dashboard of fifty metrics. Choose a few numbers that tell you, honestly, whether you're moving toward your vision.

Which three numbers would tell you the business is healthier? (Think money, people and customers.)

When will you check them each month?

☐ I chose my three numbers ☐ I put a monthly check-in on my calendar

From Heidi *Numbers aren't the whole story, but they keep the story honest. Pair each one with how your team is feeling.*

5

Build your 90-day roadmap

Turn insight into action. Choose a few moves for the next 90 days and decide who owns each one.

What three to five moves would make the biggest difference in the next 90 days?

Who owns each move, and when is it due?

☐ I chose my moves (see the plan on page 10) ☐ Every move has an owner and a date

From Heidi *Big visions stall when everything is a priority. Ninety days is long enough to see real change and short enough to stay focused.*

6

Bring your team into it

Change that is designed with your team lasts. Change that is handed to them fades.

Where can your team help design the new way of working?

How will you gather their feedback and adjust along the way?

☐ I invited my team into the plan ☐ We set a regular rhythm to check in and adjust

From Heidi *Collective ownership is what lets new practices take root and become simply how things are done.*

7

Get the right support

No leader grows alone. Be honest about where you need an outside eye, a thinking partner, or extra hands.

Where do you need support most: clarity, accountability, or someone to help build the systems?

Who do you trust, and who truly “gets” you, beyond your stated goals?

☐ I named the kind of support I need ☐ I reached out to one person who could help

From Heidi *Choose the advisor you feel most at ease with, the one who sparks your own creativity. That's the kind of partner I aim to be.*

YOUR PLAN

My 90-day roadmap

My one-sentence vision

MOVE	OWNER	DUE
1		
2		
3		
4		
5		

My three numbers

1

2

3

In the next 7 days I will



Ready to talk it through?

Book a free 15-minute call →

 **Rooted Vision Studio**

Or save your filled-in copy and email it to
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