

# Your First Quarterly Pivot

A Step-by-Step Guide to the  
Leadership Rhythm Most Leaders Skip

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Block 3 hours. Ask 3 questions. Change your next 90 days.

This guide walks you through your first Quarterly Pivot —  
the leadership rhythm that turns busyness into clarity  
and grinding into intentional progress.

Includes a fill-in reflection worksheet.

**WHY THIS MATTERS**

# The Rhythm Most Leaders Skip

Most leaders have some version of a daily routine. Many protect weekly patterns. But almost nobody stops every 90 days to ask: *Am I still heading in the right direction?*

The result? You spend months — sometimes years — running hard toward goals that stopped being right a long time ago. Or you keep doing things that drain you because you never created space to notice. The Quarterly Pivot fixes this.

*Without quarterly reflection, you'll spend years running hard in a direction that stopped being right months ago.*

— **The Leadership Heartbeat**

**THE 3R FRAMEWORK**

## Reflect. Recalibrate. Recommit.

A Quarterly Pivot is not a planning meeting. It is not a strategy session. It is a **health check for your leadership** — a deliberate pause to examine what's working, what's not, and what needs to change before you invest another 90 days.

The framework is simple. Three movements, three questions:

### **R** Reflect — What happened?

Look back honestly at the last 90 days. Not just what you accomplished, but how you led. Where did you thrive? Where did you grind? What drained you? What energised you?

### **R** Recalibrate — What needs to change?

Based on your reflection, identify what's misaligned. Maybe a commitment that no longer serves your calling. A rhythm that broke down. A relationship that needs attention. A priority that shifted.

## **R** Recommit — What will I focus on?

Choose 2–3 priorities for the next 90 days. Not 10. Not 7. Two or three things that, if you did them well, would make the biggest difference. Then commit to them specifically.

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### STEP BY STEP

## How to Run Your First Quarterly Pivot

### **1** Block 3 Hours

Put it in your calendar now. A morning works best — your mind is freshest. Choose a place where you won't be interrupted: a quiet room, a café, outdoors. Phone on silent. No email. This is sacred time.

### **2** Start with Stillness (15 minutes)

Before you think, be still. Pray. Breathe. Journal freely. Let the noise of the last 90 days settle. You cannot reflect clearly if your mind is still racing from yesterday's meeting.

### **3** Reflect (60 minutes)

Use the worksheet on the next page. Walk through each area of your life and leadership honestly. Don't rush this. The value of the pivot is in the honesty, not the speed.

### **4** Recalibrate (45 minutes)

Based on your reflection, identify 2–3 things that need to shift. Be specific. Not "be better at rest" but "protect Friday evenings completely starting this week." Not "develop my team" but "start monthly one-on-ones with James and Grace."

**5 Recommit (30 minutes)**

Write down your 2–3 priorities for the next quarter. For each one, define one specific action you will take in the first week. Share your commitments with someone who will hold you accountable — a spouse, a mentor, a trusted colleague.

**6 Close with Gratitude (15 minutes)**

End where you started — in stillness. Thank God for the last quarter, even the hard parts. Release what you cannot control. Receive fresh energy for what's ahead.

## YOUR QUARTERLY PIVOT WORKSHEET

# Reflect — The Last 90 Days

*Fill in honestly. There are no right answers — only honest ones.*

**What am I most grateful for from the last 90 days?**

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**Where did I thrive as a leader? What was I doing when I felt most alive?**

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**Where did I grind? What drained me or felt unsustainable?**

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**What rhythm broke down? (Daily Pulse, Weekly Wave, Sabbath, etc.)**

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**What relationship needs attention — at home or at work?**

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**What did I say yes to that I should have said no to?**

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YOUR QUARTERLY PIVOT WORKSHEET

## Recalibrate — What Needs to Shift

What is one thing I need to stop doing this quarter?

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What is one thing I need to start doing this quarter?

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What is one thing I need to protect more fiercely?

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## Recommit — My Next 90 Days

Priority 1 for the next quarter:

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First action I will take this week for Priority 1:

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Priority 2 for the next quarter:

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First action I will take this week for Priority 2:

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Priority 3 for the next quarter:

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**First action I will take this week for Priority 3:**

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**Who will I share these commitments with for accountability?**

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**When is my next Quarterly Pivot? (Block it now!)**

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*The best leaders don't just work in their ministry — they work on it. Your Quarterly Pivot is how you work on it.*

— Lead from the Heart

## GO DEEPER WITH LEAD FROM THE HEART

This guide is part of the Leadership Heartbeat methodology. If it resonated, here are ways to continue your journey:

- Free Assessment** Take our 5-minute diagnostic and get a personalised growth path recommendation.
- Leadership Circle** Monthly community for leaders implementing rhythm-based leadership together.
- Vision Quest Retreat** 4-day immersive experience to clarify your vision and establish your rhythms.

## CONNECT WITH US

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