

28 DAY

TRUST DEPOSIT *challenge*

ONE SMALL ACT A DAY. BIG IMPACT OVER TIME.

TRUST IS A MUSCLE. THIS IS THE WORKOUT.

- ONE ACTION A DAY.
- TAKES LESS THAN TWO MINUTES.
- BIG HUMAN IMPACT.

Week 1

Theme
SEE IT. SAY IT.

- 01 Text someone a genuine thank you. Be specific.
- 02 Tell a peer what they bring to the team that no one else can.
- 03 Write a sticky note with a compliment and leave it anonymously.
- 04 Say "I see how hard you're trying"—to someone who rarely hears it.
- 05 Call someone you haven't talked to in a while — just to say they matter.
- 06 Tell your barista/server/the custodian something kind and personal.
- 07 Say to someone: "You always make this easier—thank you."

Week 2

Theme
SHINE THE SPOTLIGHT

- 08 Post a public LinkedIn/Facebook shout out for someone's effort.
- 09 Praise a colleague/customer in front of their boss or team.
- 10 Brag on someone who's not in the room. Share what they're brilliant at.
- 11 Write a hand-written thank you card. Mail it.
- 12 Recognize someone who's "always steady"—not flashy.
- 13 Text someone: "You probably don't realize this, but when you did _____, it meant a lot to me."
- 14 Leave a comment on someone's post—not with a "like," but with gratitude.

Week 3

Theme
TRUST IN REAL TIME

- 15 During your next Zoom or meeting, recognize someone mid-discussion.
- 16 At dinner, go around and share one win from someone's day.
- 17 Text "I believe in you" to someone who might need it.
- 18 Say: "Before we move on—I want to recognize what _____ just did."
- 19 Acknowledge someone's emotional labor—they didn't have to, but they did.
- 20 Catch someone doing something right—and say it, now.
- 21 Tell someone, "Most people might not see when you _____— but I do. Thank you."

Week 4

Theme
BUILD BENEATH THE SURFACE

- 22 Share something vulnerable, as a form of relational trust.
- 23 Send a voice memo telling someone the impact they've had on you.
- 24 Acknowledge someone's growth—not their achievement.
- 25 Say: "I should've said something earlier. You deserved more from me. This is me fixing it."
- 26 Ask: "How can I support you better?"—and really listen.
- 27 Connect two great people: "You two should know each other because _____."
- 28 Email/Text someone: "The world needs more people like you because _____."