

# 3 on 13

3 things from EP  
to make life  
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to [3on13@epinc.com](mailto:3on13@epinc.com)**

## 1 | Celebrating the Small Wins

Most effective leaders acknowledge that celebrating team wins is worthwhile, but few actually make time to do so. Some claim to be too busy, some get hung up on the word “celebrate,” but regardless of the excuse, it’s a miss, plain and simple.

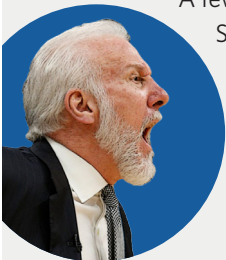
Celebrating small wins is really just a way of acknowledging progress. It helps keep teams and individuals energized and motivated. There are hundreds of examples of this concept, but one of the most interesting is the *progress principle*, nicely summed up in [this article from Harvard Business Review](#) and later turned into a book by [Teresa Amabile](#).

Ask yourself: When’s the last time you noted a productive internal meeting by your team? Or a successful interaction with the project team and client? Or a team member making the right recommendation that kept a client happy and moved a project in the right direction?

Start today. Keep it simple. And remember: without small wins, there are no big wins.



## 2 | Truth and Love



A few years ago Gregg Popovich — the enigmatic, highly successful, equally-goofy-and-cantankerous coach of the San Antonio Spurs — mentioned offhandedly that he believed one of the most important characteristics of a good teammate is the ability to be truly and authentically happy when a fellow teammate experiences success.

It sounds simple, but it’s not. It’s complicated, and it doesn’t happen without the right team culture.

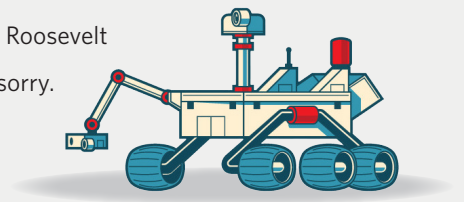
Daniel Coyle covers Popovich and other successful culture makers in his book, [The Culture Code: The Secrets of Highly Successful Groups](#). About Popovich: “He delivers two things over and over: he’ll tell you the truth, with no BS, and then he’ll love you to death.”

In his book (or the nifty [synopsis done by Time magazine](#)) Coyle also outlines the formula for “magical feedback.” In short: “I’m giving you these comments because I have very high expectations and I know that you can reach them.”

A reminder for us all: Culture and “team” aren’t accidental. They’re built, in ways big and small, with intentionality.

## 3 | Odds and Ends

- “People don’t care how much you know until they know how much you care.” — Teddy Roosevelt
- [Watch “Good Night Oppy” right now](#). Space, engineers, and inspiration. You won’t be sorry.
- [Gift ideas from Minnesota musicians](#) (via 89.3 The Current)
- [Best Books of the Year](#) from *The New York Times*.



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