

3 on 13

3 things from EP
to make life
better.

SEPTEMBER 13 · 2025

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**

1 | The Power of Small Wins

Anyone else kinda rushy these days? Just flying through the workweek, tryna check those boxes and hit those deadlines? Yeah, us too. The problem is that while we all obsess over avoiding the setbacks, we can inadvertently rush past the small wins.



María Jesús Contreras for The New York Times

Noticing victories — even small ones — builds momentum, morale, and perspective. For leaders, it can't be an optional, backseat activity. Three quick reminders:

- **Call it out in the moment.** It can be quick, but it should be authentic.
- **Make wins visible.** Share them in meetings, recaps, or even on a whiteboard so progress feels real.
- **Keep score for yourself.** Track your own small wins weekly; keep them somewhere you can see them. Consider a monthly or quarterly tally.

[Note: this topic is frequently on our minds, but was bounced up to the forefront after reading this article about [why we should have more parties.](#)]

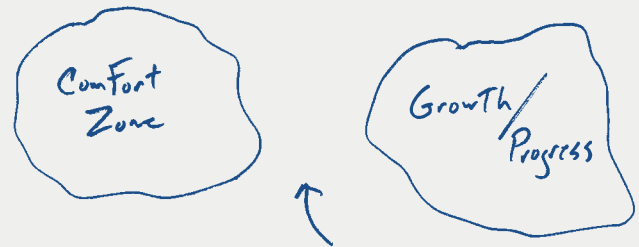
2a | The Cost of Easy

Just to be clear: we're big fans of [James Clear](#). (Ha. See what we did there?) He recently posted about remembering to be thoughtful about your time, what's easy, and what's hard:

- Exercising might be hard, but never moving makes life harder.
- Mastering your craft is hard, but having no skills is harder.
- Uncomfortable conversations are hard, but avoiding every conflict is harder.

His point? Easy has a cost. Are you ready to pay it?

2b | The Reminder We All Need

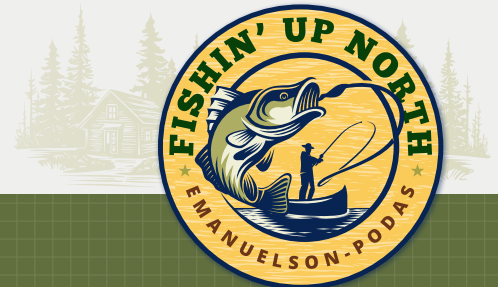


Note the lack of overlap

[Note: this visual originated with renowned trainer Eric Cressey and is frequently used by EP Performance Coach Matt Groves.]

3 | Next Steps

Since we all agree that parties are good, and that [meaningful conversation](#) is good, c'mon over to EP and have a good time at our [Fishin' Up North Open House](#) on **Thursday, September 18, from 4–8 p.m.** at our office in Edina!



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