



BOOK NOTES

Flourish

by Daniel Coyle

- Lead as a facilitator, not a fixer: distribute power, invite contribution and support others' "messy stumbling" toward shared goals.
- Share stories of vulnerability, failure, and persistence to normalize imperfection and build psychological safety.
- Cultivate group flow by giving people a clear horizon, real constraints, and genuine agency - "here's the space, here's the dream, it's now up to you"
- Design "attentional architecture": Create spaces, norms, and rhythms that make it easy to pause, listen, and notice one another.
- Create awakening cues: brief pauses of shared stillness that shift you from doing to noticing, and reconnect people to something bigger than themselves.
- Embrace the 'beautiful mess': treat confusion, friction, and surprise as signals of growth rather than problems to eliminate.
- Protect time for 'nothing at all' in your schedule, treating unstructured presence as a core habit in flourishing, not a luxury.
- Train two attention systems: balance 'spotlight' (focus, control, productivity) with 'lantern' (awe, curiosity, relational awareness)
- Ask deep questions: What really matters here? Who are we to each other? To move from transactional to shared purpose relationships.

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