



Everyday Excellence Challenge

Celebrating the Little Things That Make a Big Difference

Purpose

The Everyday Excellence Challenge is designed to reinforce positive behaviors that shape strong teams, consistent service, and a healthy workplace culture. This tool focuses on simple actions that require no special skills or titles yet have a powerful impact on how teams show up, work together, and serve others every day.

You do not need years of experience or formal training to demonstrate excellence. Some of the most valuable contributions require zero talent, but they make a meaningful difference in performance, relationships, and morale.

10 Things That Require Zero Talent

- Arriving on time
- Strong work ethic
- Consistent effort
- Fresh energy
- Positive body language
- Passion
- Willingness to do extra
- Arriving prepared
- Being coachable
- Solution oriented attitude

How to Use This Challenge

This Everyday Excellence Challenge is designed to be flexible and easy to use. Leaders may introduce it during a team huddle, incorporate it into weekly conversations, or use it as a month-long engagement activity.

All ten qualities can be shared at once, or leaders may choose to focus on one or two each week. The goal is not perfection, but awareness, encouragement, and consistency.

Weekly Focus Option

- Week 1: Arriving on time and arriving prepared
- Week 2: Positive body language and fresh energy

- Week 3: Strong work ethic and consistent effort
- Week 4: Being coachable and solution-oriented thinking
- Week 5: Passion and willingness to do extra

Team Engagement Activities

Activity 1: Zero Talent Bingo

How it works: Create a bingo card using the ten zero talent qualities, placing them randomly in each square. Throughout the week, team members mark a square when they notice a coworker demonstrating one of the qualities.

Why it works: This activity encourages everyone to look for positive behaviors, recognize small wins, and reinforce appreciation across the team.

Extra idea: Offer a small prize for the first bingo or for anyone who completes the full card.

Activity 2: Spin and Share

How it works: Write each quality on a slip of paper or add them to a spinner wheel. During a team huddle, have someone spin the wheel. That person shares one of the following:

- What that quality means to them
- A time they have seen it demonstrated
- How it helps the team succeed

Why it works: This keeps meetings engaging while reinforcing shared expectations and values.

Activity 3: Zero Talent Shout Outs

How it works: Shout out to Mia for consistently bringing fresh energy to our morning huddles.

Why it works: This keeps attention on everyday actions that often go unnoticed and helps build a positive, supportive culture.

Personal Reflection: Invite team members to reflect on one or both of the following questions during a huddle or in writing.

- Which zero talent quality do you already demonstrate well
- Which zero talent quality would you like to focus on this week

This reflection encourages ownership and growth without placing pressure on individuals.

Leader Tips

- Model the behaviors you want to see
- Call out positive examples in real time
- Keep recognition sincere and specific
- Use this tool to reinforce culture, not correct behavior

Why Everyday Excellence Matters

These zero talent qualities may seem small on their own, but together they shape the experience of the people we serve and the way teams work together. When these behaviors become habits, they build trust, improve consistency, and elevate performance without requiring new systems, policies, or programs.

Closing

Excellence is built through small, consistent actions that show up day after day. When teams notice, appreciate, and celebrate these behaviors, the workplace becomes more positive, connected, and effective.

Everyday excellence starts with how we choose to show up. Let's make it intentional.