

Consistency Isn't a Personality Trait. It's Discipline.

If you want to know the difference between a good team and a great team, it usually comes down to one thing: consistency.

Not talent.

Not tools.

Not who works the longest hours.

Just showing up and doing the right things, over and over, whether you feel like it or not.

This isn't about being robotic. It's about being dependable – to your teammates, to your clients, and to yourself. It's about choosing to act from a place of intention, not emotion.

Inconsistency = Emotion in Charge

When someone says they “didn't have time” to get to something that was scheduled — especially something that's *always* scheduled — what they usually mean is:

Something else felt more urgent or more comfortable at the time.

That's not time management. That's **panic**. It's emotion leading the way — not discipline.

That emotional reaction might come from fear (of failure, of confrontation, of being judged), or from a desire to avoid discomfort. Either way, it creates inconsistency, which breaks trust, slows progress, and eventually spreads to the rest of the team.

And when **managers** do this — skipping their own weekly tasks, for example — they send a clear message:

“What we said was important... isn't.”

And that message spreads fast.

My McDonald's Shift Lesson

My second job ever was at McDonald's. I was 17. I showed up for training during the dinner rush and expected to be tossed behind the counter to help out — maybe running fries or stocking cups.

Instead, the head manager had a different plan. He handed me a bucket and brush and told me to go scrub the floorboards in the lobby seating area. It felt weird at first — like, hey, don't you need help during rush hour?

But that's exactly the point. McDonald's thrives on consistency. They have a list of chores that need to get done daily, weekly, and monthly. The shift manager is responsible for making sure those tasks aren't skipped, even during peak hours.

That night, they stuck to the plan. They trusted their system. If things got wild, they could've pulled me in. But they didn't have to. And they still got the floorboards cleaned — like clockwork.

I never forgot that. That's what it looks like when logic and reason rule, not fear. It's discipline, not emotion. That's good management.

Managers Set the Tone

If you're in a leadership role, the team watches what you *do* — not what you say.

If your reports, meetings, check-ins, or processes don't happen on time, every time, they'll assume it's okay to skip or delay theirs too. They won't say anything. But they'll notice.

If you want your team to run without chaos, it starts with **you being boringly consistent**. Like clockwork. Same time. Every week. No excuses.

It's not about being "American," or rigid, or stuck in routine.

It's about **earning the right to expect discipline from others by practicing it yourself**.

Yes, I Know It's Harder in Some Places

Let's be honest — in places where power outages are normal, infrastructure is unpredictable, and traffic makes timing a joke, **consistency feels like a luxury**. You grow up in survival mode, not systems mode. I get that.

But that's also what makes it powerful.

Choosing consistency in an inconsistent environment isn't just discipline, it's leadership. It's how you stand out. It's how you build trust, grow your influence, and create a more reliable culture around you.

Start with the Weekly Stuff

If you're not hitting the repeatable tasks — the weekly checklists, reports, or planning sessions — that's your warning light. You're not managing your time. You're reacting to the week instead of leading it.

Want to fix that?

- Pick a time and lock it in.
- Protect it like it's a client meeting.
- Show up and finish, even if it's not perfect.
- Do that again next week.

That's it. That's how culture changes, things get easier, and life gets more manageable.

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