

The Recalibration Cheatsheet - with Anna Lundberg

How to redefine success and realign your work - before life does it for you.

This resource is designed to help you pause, reflect, and carry something useful back into your week. It brings together the core ideas from the session, shaped around a framework I use in my coaching with senior leaders and teams: the 4Rs of Recalibration.

Recalibration isn't wiping the slate clean - more like updating your operating system. You're still you, but the way you're running things might need an upgrade. This is your chance to course-correct before you hit a wall, to realign how you're working with what actually matters to you.

Here, you'll find the four stages - along with the subtle signals to look out for, the scripts worth questioning, and the shifts that can help you realign.

Use it once as a reset. Or return to it anytime you feel off-track.



RECOGNISE: What are the signals?

Before things fall apart, they usually just feel... off. Recalibration starts with noticing what your system is trying to tell you - especially the signs that are easy to dismiss or explain away.

Subtle signs you're misaligned:

- Working harder but feeling less fulfilled
- Secretly fantasising about quitting
- Jealous of others' clarity or energy
- Starting things, not finishing them
- Feeling flat, even when things are going "well"

👉 Ask yourself: What's feeling off - and how is that showing up in the day to day?



REVIEW: What success scripts are driving you?

Inherited ideas can subtly shape how you chase success - often without realising it. Some of those scripts served us well in the past but now may be quietly keeping us stuck.

Here's a quick way to review yours:

Inherited success script	Why it worked then	Why it's not working now	What I want instead
"Success = Promotion"	Gave me a clear path to follow early in my career	Now I feel like I'm always chasing the next thing, even when I don't want it	Feeling fulfilled in the role I'm in
"If I slow down, I'll fall behind"	Helped me push through and stay ahead	Keeps me stuck in urgency mode, even when I need space to think	Room to be more intentional and focused
"I should be grateful - others have it worse"	Got me through difficult patches without complaining	Makes me ignore signs that something's not working	Permission to be honest about what I want now
"Work should come before everything else"	Made me seem committed and dependable	Leaves no time or energy for anything outside of work	A rhythm that works better for life and health too
"It has to be hard to count"	Gave me a sense of pride and achievement	Makes me take on too much to prove I'm doing enough	Making a difference without being maxed out all the time

👉 Ask yourself: What are the scripts I'm running on - and are they still serving me?



REDESIGN: What does success look like now?

Once you've recognised the signals and reviewed what's no longer serving you, it's time to reset your definition of success. We're not talking about overhauling your life - rather, we're running a system check.

When things feel "off," often it's because you're only measuring one part of the picture. Enter the 5Ls - a broader, more balanced lens on success:

- **LIVE** - Your energy, health, and wellbeing
- **LOVE** - Relationships, belonging, and support
- **LEARN** - Growth, curiosity, and challenge
- **LEAD** - Work, contribution, and impact
- **LAUGH** - Joy, spontaneity, and space to breathe



👉 **Ask yourself: Which area's been running in the background - and deserves more attention in 2026?**



REBUILD: How can you make alignment easier to sustain?

Once you've redefined what success looks like for this season of your life, the final step is to shift the way you work - so the right things become the easy things. Misalignment often shows up not in big decisions, but in how your week is designed.

This stage is about removing friction and setting better defaults - so you don't need to rely on willpower alone.

Think of it as a light system refresh:

- **Close background apps**

What's quietly draining your time or energy and no longer serving you?

- **Install one upgrade**

What's a small shift you could make this week that reflects what matters now?

- **Reboot your set-up**

What needs adjusting in your rhythm or routine so you can actually feel the difference?

👉 **Ask yourself: What's one small change I can make this week to reduce friction and support the version of success I'm working towards?**

Where to next?

Recalibration isn't a one-time reset - it's an ongoing upgrade. Your operating system is still running but this is your chance to make sure it's working for you, not just running by default.

The 4Rs give you a way to check in: What's feeling off? What am I running on? What does success mean now? What would make it easier to live that way? Come back to this when things feel flat, foggy, or full. Small shifts now can save you from big course corrections later.



AL

Anna Lundberg is a coach and facilitator who supports individuals and teams in redefining success - and designing work that's more sustainable, more human, and more meaningful.

Her approach blends coaching, leadership, and wellbeing - helping people make intentional choices that lead to lasting change.

Connect on
LinkedIn

