

UNLOCKING THE LAST 20%

FOR STUDENTS AND GRADUATES DISCUSSION GUIDE



Unlocking the Last 20% by Tucker “Cinco” Hamilton guides readers toward breaking through the barriers that hold them back from extraordinary achievement and reach their full potential. Use the questions below to spark engaging and personal discussions among college seniors that focus on reflection on their college years and how they will employ the tools from Hamilton’s book to unlock their last 20% post-graduation.

1. Hamilton writes that when he entered the University of Colorado in Boulder, his focus was solely on academics. It wasn’t until he received a pamphlet about the Air Force Reserve Officer Training Corps (AFROTC) that he decided to give AFROTC a try. Similarly, Hamilton wasn’t enthusiastic about his pilot training at first. Reflecting on your college experience, was there an extracurricular, area of study, relationship, or opportunity that you stumbled into by chance and that ultimately shaped your direction? What did that experience teach you about staying open to the unexpected?

2. Hamilton describes feeling torn at a crossroads when choosing between becoming an Air Liaison Officer and continuing to log flight hours toward Test Pilot School. When have you experienced a similar tension between two opportunities? How did you navigate that decision, and what guided you most?

3. Hamilton tells readers to establish a healthy daily routine by practicing discipline-building exercises daily. What aspect of your daily routine helps you unlock your last 20%? If you haven’t established one, what intentional habit could elevate your performance and well-being after graduation?

4. The book defines true success as measurable by our ability to balance the four pillars: mental, social, physical, and spiritual. During college, which pillar received most of your energy? Which was most neglected? As you transition into post-graduate life, what specific steps will you take to create a more sustainable balance between the pillars?

5. Hamilton emphasizes that no one reaches their full potential alone. For many students, college provides an automatic community. Who has been your core community during this season? After graduation, where will you turn for accountability, support, and encouragement? If you're unsure, what qualities would your ideal community embody and how might you begin building it intentionally?

6. Think back to a moment over the past four years when you felt you operated at 80% rather than 100%. What held you back? If you could revisit that moment with greater clarity, discipline, or courage, how might you respond differently?

7. Hamilton highlights three themes for sustained excellence: peak communication, courage and leadership, and trusting your preparation and pushing beyond your comfort zone. Reflect on a specific moment in college when you embodied one of these traits. What did that experience reveal about your capacity, and how will you carry that lesson into graduation?

8. As graduation approaches, what does living at 100% mean for you beyond securing employment? What kind of person do you want to become in this next chapter?

9. When considering your career path, are your decisions driven more by external metrics—salary, prestige, comparison, expectations—or by internal alignment with your values, strengths, and passions? What influences are shaping your thinking most right now?

10. Hamilton writes about “preparing for failure with courage.” In your first year after graduation, what might that look like practically? What fears are surfacing as you step into the unknown, and how could preparation, perspective, and resilience transform those fears into growth?

11. Unlocking the greatness within you is about becoming a person of virtue, a leader filled with purpose, and a citizen attuned to the greater good—ready to sacrifice, serve, and strive for excellence. What virtues or attributes best describe who you are today? What virtues or attributes do you intentionally strive to develop and embody?

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