WORKSHEET 9

The 10 Leadership Lifts

Building Energy, Trust, and Transformational Communication

"Therefore encourage one another and build each other up." — 1 Thessalonians 5:11

The foundation of communication is energy and trust. Without them, communication is just noise; with them, it is transformational. Every relationship is a bank account, and one negative interaction depletes trust far more than one positive moment restores it.

As we move through each Leadership Lift, rate yourself 1 to 10. 10 means I embody this fully, it is second nature; 1 means this is a major growth opportunity. No judgment. Just awareness. Lifts 1 through 9 lift others; Lift 10 lifts you.

1. See People as They Could Be, Not Just as They Are

The way you see others is the way you lead them. If you want to light the world, first see the light in others.

Self-Assessment (1 to 10): _____ Notes:

2. Take People's Dreams Seriously

Your role is not to get people to follow your path; it is to help them find theirs. You do not get to judge another person's dream, only to understand it.

Self-Assessment (1 to 10): _____ Notes:

3. Send Links, Open Doors

Real leadership means taking action to lift others. Great leaders do not just hold keys; they hand them out.

Self-Assessment (1 to 10): _____ Notes:

4. Ask About Feelings More

"How's it going" is autopilot. People do not just want to be heard; they want to be felt.

Self-Assessment (1 to 10): _____ Notes:

5. The Art of Listening: Hold Space Without Judgment

Listening is not about solving; it is about seeing. Advice given too soon is advice unheard.

Self-Assessment (1 to 10): _____ Notes:

6. Use Role Model Language

Words create energy, and you control the energy of the room. Accountability language over blame, gossip, and drama.

Self-Assessment (1 to 10): _____ Notes:

7. Check In More. More Often Than You Think.

People forget you care faster than you think. Make the check-in a habit, not a reaction.

Self-Assessment (1 to 10): _____ Notes:

8. Flip, Don't Fix

Every conversation has two sides: discovery, then decision. We are not fixing people; we are flipping perspective so they lift themselves.

Self-Assessment (1 to 10): _____ Notes:

9. Kind Candor: Call Them Up

Accountability is love plus expectation, rooted in belief, not blame. Reflect their own words back; never accuse, always invite.

Self-Assessment (1 to 10): _____ Notes:

10. Encourage Their Growth. Practice Yours.

Lifts 1 through 9 lift others; this one lifts you. Your growth sets the standard, and your consistency gives them permission.

Self-Assessment (1 to 10): _____ Notes:

Final Reflection

Which Leadership Lift feels like your greatest opportunity for growth right now, and what would lifting it change for this staff?