



## LIGHTS OUT LEADER

### WHAT IT'S PROBABLY LIKE TO FOLLOW YOU

Those around you may feel stuck at times. Without direction, method, or emotional connection, your team may be operating in the dark. The good news? Awareness is the first step—and you've already taken it. You can lead differently, starting now.

### POSSIBLE STRENGTHS

- You're open to change and interested in improving.
- You recognize something needs to shift in how you lead.
- You may be highly capable but haven't yet translated that into leadership behavior.
- You value growth and want to take ownership.
- You may have untapped influence that can be activated.

### POSSIBLE CONSTRAINTS

- Your mission or expectations might be clear to you but those around you might be confused.
- Articulating your standards or desired behaviors is an area of improvement to focus on.
- You might be disconnected from the emotional pulse of your team.
- You may be avoiding feedback conversations.

### REFLECTION QUESTIONS (PERSONAL)

- What's one area of my leadership I know needs attention?
- What's held me back from leading with more intention?

### DISCUSSION QUESTIONS (GROUP)

- What does it feel like to follow a leader with unclear direction?
- How can I begin rebuilding trust and clarity with my team?

### FEEDBACK QUESTIONS (ASK SOMEONE YOU TRUST)

- Where does my leadership feel most unclear to you?
- What's one way I could bring more clarity or support to your work?



## GROWTH STEPS FOR LIGHT OUT LEADERS

### DO MORE OF:

- Defining and communicating your personal mission.
- Clarifying behavioral expectations and role responsibilities.
- Asking your team how they're doing—spiritually, emotionally, and professionally.

### DO LESS OF:

- Leading reactively instead of intentionally.
- Avoiding hard conversations that could lead to growth.
- Assuming people will figure things out without your guidance.

### SCRIPTURE

"Send me your light and your faithful care, let them lead me; let them bring me to your holy mountain, to the place where you dwell."

—Psalm 43:3

### PRAYER

Jesus, I want to lead like You—with purpose, compassion, and clarity. Help me walk in the light and lead others with grace.

In Jesus' name, amen.

**Schedule a complimentary coaching session to find out how you can grow your leadership to become an Easy To Follow leader.**



Scan this code to claim your FREE 30-minute coaching session, and let us help you answer the question, 'How can become a leader who is easy to follow?'

Process the results of your assessment, and make a game plan with a behavioral leadership expert today.