

## *Control vs Coherence*

**Purpose:** Help leaders distinguish stress-driven control from coherent leadership action.

**1) Under pressure, I tend to increase control by:**

(choose what fits)

- checking more often
- stepping in early
- taking decisions back
- giving more direction
- monitoring details
- holding responsibility alone

**2) This usually happens when I feel:**

- urgency
- uncertainty
- risk
- lack of trust
- time pressure

**3) The cost of over-control in my context is often:**

(e.g. reduced initiative, dependency, fatigue)

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**4) One situation where less control — with more coherence — would help is:**

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**5) A question I can ask myself in the moment is:**

“What actually needs me here — and what doesn’t?”

*Control tightens systems.  
Coherence stabilises them.*