

Where Control Shows Up in Complexity

Purpose: Help leaders recognise stress-driven control in complex situations.

1) A situation in my leadership context that feels complex is:
(e.g. long timelines, multiple stakeholders, uncertainty)

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2) In this situation, my impulse is often to increase control by:

- tightening plans
- seeking certainty quickly
- taking responsibility alone
- increasing oversight
- accelerating decisions

3) The cost of this control over time may be:
(e.g. fatigue, resistance, reduced adaptability)

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4) If I led this situation from coherence instead, I might:
(e.g. slow pacing, widen perspective, stabilise presence)

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5) A sentence I'll carry from this lesson is:

“Complexity requires stability, not control.”

*You don't lead complexity by gripping it tighter.
You lead it by becoming steadier within it.*