

Engaged Without Forcing

Purpose: Help leaders distinguish between trust, passivity, and over-control.

1) A situation where I'm tempted to force progress is:

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2) When I feel that urge, it's usually because I'm experiencing:

- urgency
- uncertainty
- pressure to deliver
- fear of delay
- responsibility overload

3) Trusting process in this situation would *not* mean:

(e.g. disengaging, lowering standards, avoiding responsibility)

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4) Trusting process *could* mean:

(e.g. staying present, pacing action, allowing feedback)

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5) A sentence I'll carry is:

“I can stay engaged without forcing outcomes.”

*Trusting process isn't letting go of leadership.
It's letting go of control.*