

Leading Without Certainty

Purpose: Help leaders practise steadiness and direction without false clarity.

1) A situation where I don't have full certainty is:

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2) In this situation, I usually feel pressure to:

- decide quickly
- appear confident
- provide answers
- reduce discomfort
- resolve ambiguity

3) Leading coherently here might look like:

(e.g. naming uncertainty, pacing action, staying present)

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4) What others may need more than certainty from me is:
(e.g. steadiness, honesty, consistency)

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5) A sentence I'll carry forward is:

“I can lead without certainty and remain trustworthy.”

*Leadership doesn't require certainty.
It requires coherence.*