

Leadership Lies Worksheet and Assessment

The Leadership Lies That's Costing You the Most

SECTION 1: LEADERSHIP SELF-ASSESSMENT

Which leadership lie shows up most in your life right now?

(Check one)

- ☐ If I don't do it, it won't get done
- ☐ Strong leaders don't show weakness
- ☐ If people care, they'll figure it out
- ☐ Results matter more than relationships
- ☐ Once things calm down, I'll lead better

SECTION 2: IDENTIFY THE BELIEF

Write the exact belief in your own words:

"I believe that _____."

SECTION 3: COUNT THE COST

How has this belief affected you?

- Energy level: _____
- Team engagement: _____
- Faith or peace: _____
- Growth or momentum: _____

SECTION 4: REPLACE WITH TRUTH

What does Scripture say instead?

(Write one verse or truth.)

Scripture / Truth:

SECTION 5: ACTION STEP

One leadership action I will take this week to act on truth:

Who will I tell for accountability?

SECTION 6: PRAYER (Optional)

“Lord, reveal any false beliefs I’ve been leading from.

Replace them with Your truth.

Give me courage to lead differently this week.

Amen.”



THE LEADERSHIP LIES ASSESSMENT

Identifying the Beliefs That May Be Limiting Your Leadership Impact

Instructions:

Read each statement carefully. Choose the number that best reflects how often this is true for you.

Scale:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral / Sometimes
- 4 = Agree
- 5 = Strongly Agree

Answer honestly. This is not a test of character — it's a tool for clarity.

◆ **LIE #1: “If I Don’t Do It, It Won’t Get Done (Right)”**

- 1. I frequently redo work my team has already completed.
- 2. I feel uneasy when key tasks are handled without my involvement.
- 3. I often think, “It’s just easier if I do it myself.”
- 4. I delay delegating because I don’t think others are ready yet.
- 5. I feel personally responsible for most outcomes in my business.

Subtotal (Lie #1): _____ / 25

◆ **LIE #2: “Strong Leaders Don’t Show Weakness”**

- 6. I hesitate to admit when I’m unsure or need help.
- 7. I feel pressure to appear confident even when I’m struggling internally.
- 8. I rarely share personal leadership challenges with my team.
- 9. I worry that vulnerability would reduce my authority.
- 10. I prefer to solve problems alone rather than ask for support.

Subtotal (Lie #2): _____ / 25

◆ **LIE #3: “If People Care Enough, They’ll Figure It Out”**

- 11. I assume expectations are obvious and don’t always clarify them.

12. I feel frustrated when tasks aren't done the way I envisioned.
13. I repeat instructions less than I probably should.
14. I believe too much direction leads to micromanagement.
15. I expect initiative without always providing structure.

Subtotal (Lie #3): _____ / 25

◆ **LIE #4: “Results Matter More Than Relationships”**

16. I prioritize deadlines and results over team morale.
17. I believe emotions should be left out of business decisions.
18. I push forward even when relationships feel strained.
19. I see relational issues as distractions from productivity.
20. I measure success more by outcomes than by people development.

Subtotal (Lie #4): _____ / 25

◆ **LIE #5: “Once Things Calm Down, I’ll Lead Better”**

21. I tell myself my leadership will improve after this season passes.
22. I delay important leadership habits because I feel too busy.
23. I operate in constant reaction mode.
24. I feel like I’m surviving rather than leading intentionally.
25. I struggle to maintain spiritual and leadership rhythms consistently.

Subtotal (Lie #5): _____ / 25



SCORING & INTERPRETATION

Score Each Lie:

- **5–9** → Low influence
- **10–16** → Moderate influence
- **17–25** → High influence (primary leadership belief to address)

👉 Your **highest score** points to the leadership lie most likely shaping your decisions right now.



REFLECTION & COACHING INSIGHT

1. My highest-scoring leadership lie is:

2. How has this belief helped me in the past?

3. How is it limiting me now?

TRUTH REPLACEMENT (COACHING STEP)

Write a truth-based leadership belief:

“Instead of believing _____,
I choose to believe _____.”

Scripture to anchor this belief:

ACTION COMMITMENT

One leadership behavior I will change this week:

Who will hold me accountable?

CLOSING PRAYER

“Lord, reveal any false beliefs shaping my leadership.
Replace them with Your truth and wisdom.
Help me lead with humility, courage, and trust.
Amen.”