



COMPANION WORKBOOK

GREAT LEADERSHIP SHIFTS

Moving from Where You Are to Where God Is Calling You

Christian Business Concepts Podcast · Episodes #198 & #199

BEFORE YOU BEGIN

How To Use This Workbook

This workbook is your companion to the two-part podcast on Great Leadership Shifts. Every leader eventually reaches a point where the old way of leading is no longer enough for the new season of responsibility. This workbook is built to help you find, name, and act on the specific shift God is calling you to make right now.

Work through it slowly. Don't just read the shifts — sit with each one, answer honestly, and let the Holy Spirit search your leadership.

As you work through this workbook, you will:

- ☐ Understand what a leadership shift actually is — and isn't.
- ☐ Identify where you are stuck by old patterns, fear, or habits.
- ☐ Work through all ten Great Leadership Shifts with real reflection.
- ☐ Self-assess which shifts are most urgent for this season.
- ☐ Commit to one specific shift, with an accountability step.

"And be not conformed to this world: but be ye transformed by the renewing of your mind."

— **Romans 12:2**

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SECTION 1

Understanding Leadership Shifts

A leadership shift is a change in the way a leader thinks, sees, decides, behaves, communicates, prioritizes, and stewards responsibility. It is more than a new technique or a new tool — it happens when a leader changes internally in a way that produces different external results.

"I cannot keep leading at the next level with the mindset, habits, assumptions, fears, and behaviors of the last level."

— **The Heart of a Leadership Shift**

Leadership does not grow merely by adding more responsibility. A promotion does not automatically make someone a better leader. A bigger business does not automatically make someone more mature. Leadership growth requires internal development.

Analogy: The Manual Transmission

Every gear has a purpose. First gear helps you get started and gives you power at low speed — but you cannot drive down the highway in first gear forever. The habits that helped you survive one season can limit you in the next season if you never shift. Yesterday's strength can become tomorrow's limitation if it is not surrendered, matured, and adapted.

Analogy: The Container

Imagine pouring five gallons of water into a one-gallon container. The problem is not the water — it's the capacity of the container. In leadership, opportunity often increases before capacity has fully developed. If your inner capacity does not grow, overflow becomes stress. Leadership shifts enlarge the container.

1. Where has “what got you here” quietly started to limit where you're trying to go?

SECTION 2

Why Leadership Shifts Matter

If we refuse to shift, several predictable things happen. Read through each one honestly and check any that describe you right now.

1. Without Shifts, Leaders Become Bottlenecks

A bottleneck is the narrow part of a bottle that slows the flow. In an organization, the leader becomes the bottleneck when every decision, approval, and problem has to pass through them. The organization isn't lacking opportunity — it's lacking released capacity.

☐ Nearly every decision in my business or ministry still has to pass through me.

2. Without Shifts, Old Strengths Become New Weaknesses

A strong work ethic is good — until it becomes an inability to rest, delegate, or trust others. Attention to detail is good — until it becomes perfectionism and micromanagement. Confidence is good — until it becomes pride and a refusal to listen.

☐ I can name a strength of mine that has quietly become a limitation.

3. Without Shifts, Growth Creates Stress Instead of Stewardship

Growth magnifies what is already present. If the culture is healthy, growth spreads health. If systems are weak, growth creates chaos. This is why leadership shifts are stewardship issues — God may entrust more to us, but we must grow in wisdom to carry it well.

☐ Recent growth in my business or ministry has created more stress than health.

4. Without Shifts, Leaders Repeat Patterns Instead of Learning

Many leaders experience the same problems in different seasons because they keep bringing the same patterns with them — the same conflict, the same management issues, the same overcommitment.

☐ I can identify a problem that keeps following me from season to season.

2. What part of a recurring problem in your leadership is not just happening to you, but being repeated by you?

SECTION 3

The Psychology of Making a Shift

Leadership shifts sound simple when you describe them, but they are not always easy to make — because they challenge who we think we are, touch our identity, and interrupt our comfort.

1. The Brain Prefers Familiar Patterns

Even when a pattern isn't effective, it may still feel comfortable because it's known. A controlling leader may know micromanagement is hurting the team, but control feels safer than trust.

2. Identity Drives Behavior

If a leader sees themselves as “the one everyone depends on,” they will struggle to develop other leaders. Leadership shifts require identity shifts — moving from “I am valuable because I am needed” to “I am valuable because I belong to Christ, and I am called to steward influence faithfully.”

3. Fear Often Protects the Old Way

Fear often disguises itself as wisdom: “I am just being careful.” “I am protecting the business.” Sometimes those things are true. Sometimes they are fear with better vocabulary.

4. Habits Create Leadership Autopilot

Much of leadership behavior happens on autopilot — how you respond to criticism, run meetings, or manage your calendar. A leadership shift requires interrupting autopilot long enough to notice what you're doing automatically that no longer serves the mission.

5. Discomfort Is Not a Sign of Failure

Delegating, trusting, saying no, and having hard conversations all feel uncomfortable at first. But discomfort often means you're practicing a new pattern, not that the shift is wrong. Muscle is built through resistance — so is leadership capacity.

"My brethren, count it all joy when ye fall into divers temptations; knowing this, that the trying of your faith worketh patience."

— James 1:2-4

3. Is a current discomfort in your leadership the pain of dysfunction, or the stretching of growth? How can you tell the difference?

SECTION 4

The 7 Powerful Shifts, At a Glance

Before the ten shifts explored in depth, here is a quick-reference overview of seven foundational leadership shifts worth keeping in front of you.

From Control	→	to Empowerment
From Position	→	to Influence
From Hero	→	to Multiplier
From Certainty	→	to Adaptability
From Efficiency	→	to Innovation
From Charisma	→	to Character
From Institution	→	to Purpose

10 Leadership Axioms Worth Memorizing

An axiom is a short statement that carries a large truth. These become mental guardrails for growing leaders.

1. *"Leadership is influence — nothing more, nothing less."* — John Maxwell
 2. *"Culture eats strategy for breakfast."* — attributed to Peter Drucker
 3. *"What gets measured gets managed — but don't worship the metric."* — Management principle
 4. *"Begin with the end in mind."* — Stephen Covey
 5. *"Keep the main thing the main thing."* — Stephen Covey
 6. *"Speed of the leader, speed of the team."* — Leadership principle
 7. *"People support what they help create."* — Leadership principle
 8. *"Inspect what you expect."* — Leadership principle
 9. *"Hire character, train skill."* — Leadership principle
 10. *"People don't care how much you know until they know how much you care."* — attributed to Theodore Roosevelt
4. Which of these seven quick shifts or ten axioms is God highlighting for you right now, and why?

SECTION 5

The 10 Great Leadership Shifts

SHIFT 1

From Doing → To Developing

Most leaders begin as excellent doers — but the skills that made you great as a doer are not always the same skills that make you effective as a developer of people. A doer asks, “How can I get this done?” A developer asks, “Who can I equip to do this well?”

Biblical Example: Moses and Jethro

In Exodus 18, Moses was judging every issue among the people by himself, morning to evening, until he was exhausted and the people were frustrated. Jethro told him plainly that what he was doing was not good, and counseled him to appoint capable leaders over thousands, hundreds, fifties, and tens. Moses was not doing something sinful — he was doing it in an unsustainable way.

Analogy: The Plate Spinner

Think of the old variety act spinning plates on sticks — one, then two, then ten, running back and forth to keep them all from falling. Some leaders operate the same way, spinning the sales plate, the operations plate, the hiring plate, and the family plate, and everybody applauds how busy they are. But plate spinning is not the same as leadership.

"Leaders become great, not because of their power, but because of their ability to empower others."

— John Maxwell

If you always do what is faster today, you may never build what is stronger tomorrow.

☐ This shift is one I genuinely need to make right now.

Reflection: What am I still doing that I should be developing someone else to do?

SHIFT 2

From Control → To Trust

The leader who checks everything, knows everything, and approves everything may look committed early on. But over time, excessive control becomes a lid — it slows decisions, frustrates capable people, and makes the leader the bottleneck. Control often sounds responsible, but sometimes it is really fear.

Biblical Example: Jesus Sent the Disciples

Jesus called, trained, corrected, and modeled ministry for His disciples — then sent them out. He did not build a leadership model where everything depended on His physical presence in one location. He developed and deployed people.

Analogy: Training Wheels

Training wheels are helpful at the beginning — they provide stability and build confidence. But if a child never takes them off, they never truly learn to ride. Oversight and standards are necessary, but if we never give people room to grow, decide, and even make recoverable mistakes, they never become mature leaders.

"Trust changes everything."

— Stephen M. R. Covey

Control may create compliance, but trust creates ownership.

☐ This shift is one I genuinely need to make right now.

Reflection: Where is fear causing me to control what I should be empowering?

SHIFT 3

From Reaction → To Intentionality

Many leaders live in reaction mode — responding to emails, texts, complaints, and emergencies all day. By evening they worked hard, but did not necessarily move the mission forward. There is a difference between motion and progress; a rocking chair has motion, but it doesn't go anywhere.

Biblical Example: Nehemiah

Nehemiah wept, prayed, fasted, planned, inspected the walls, and organized the workers. He did not simply react to problems — he led with purpose. When distractions came, he responded, “I am doing a great work, so that I cannot come down” (Nehemiah 6:3). Because he knew his assignment, he could recognize distractions for what they were.

"There is nothing so useless as doing efficiently that which should not be done at all."

— Peter Drucker

Reactive leaders are led by pressure. Intentional leaders are led by purpose.

☐ This shift is one I genuinely need to make right now.

Reflection: Am I leading my calendar, or is my calendar leading me?

SHIFT 4

From Position → To Influence

A title can give you authority, but influence determines whether people actually follow. If no one is following, leadership is not really happening — no matter what the org chart says.

Biblical Example: David

David had influence before he had position. He was anointed before he was enthroned, led sheep before he led a nation, and defeated Goliath before he sat on the throne. His leadership was shaped in hidden places before it was ever displayed in public ones.

Analogy: Thermometer and Thermostat

Some people are thermometers — they simply reflect the temperature of the room. Leaders must become thermostats: they bring calm into chaos, clarity into confusion, and faith into fear. They help set the temperature rather than just report it.

"Leadership is influence — nothing more, nothing less."

— John Maxwell

Position may give you a platform, but character gives you influence.

☐ This shift is one I genuinely need to make right now.

Reflection: If my title were removed, would people still trust my leadership?

SHIFT 5

From Success → To Significance

Success asks, “What can I achieve?” Significance asks, “Who can I impact?” Revenue, growth, and recognition are not automatically wrong — but for the Christian leader, success must be submitted to a higher purpose than bigger barns.

Biblical Example: Joseph

Joseph rose to tremendous influence in Egypt, but his success was not only for himself — God used his leadership to preserve many lives during famine. Joseph later told his brothers, “Ye thought evil against me; but God meant it unto good” (Genesis 50:20). His success became significance because it served God's purpose.

Analogy: The Dead Sea and the Sea of Galilee

Both bodies of water receive water, but the Sea of Galilee has an outlet — water flows in and flows out, sustaining life. The Dead Sea receives but does not give in the same way, and is known for its high salinity and lack of ordinary aquatic life. If blessing only flows to us and stops with us, something becomes unhealthy.

Success is what you accomplish. Significance is what God does through what you accomplish.

☐ This shift is one I genuinely need to make right now.

Reflection: Is my leadership only building income, or is it also building impact?

SHIFT 6

From People-Pleasing → To Obeying God

Employees, customers, vendors, family, critics, and culture all apply pressure from different directions. If you're not careful, you can build your entire leadership around trying to keep everyone happy — but people-pleasing is an unstable foundation.

"For do I now persuade men, or God? or do I seek to please men?"

— Galatians 1:10

Biblical Example: Peter and the Apostles

When ordered to stop preaching, Peter and the other apostles answered plainly, “We ought to obey God rather than men” (Acts 5:29). That is a clear leadership shift — from managing approval to pursuing obedience.

Analogy: The Compass and the Crowd

A crowd can tell you where people are going. A compass tells you where true north is. Leaders who follow the crowd may be popular for a season, but leaders who follow the compass can stay faithful when the crowd changes direction. Scripture is our compass — approval cannot be.

If approval is your master, obedience will always be negotiable.

☐ This shift is one I genuinely need to make right now.

Reflection: Where am I tempted to choose approval over obedience?

SHIFT 7

From Short-Term Thinking → To Legacy Thinking

Short-term thinking asks, “What do I need right now?” Legacy thinking asks, “What will this produce over time?” Short-term leaders chase quick wins; legacy leaders build lasting foundations.

Biblical Example: Paul and Timothy

Paul did not only do ministry himself — he invested in Timothy, telling him to commit what he had learned to other faithful men who would be able to teach others also (2 Timothy 2:2). That is generational leadership; Paul was thinking beyond himself.

Analogy: Planting Trees

There's an old saying that a society grows great when leaders plant trees whose shade they know they will never sit in themselves. Some leadership decisions are like planting trees — you may not enjoy all the shade or see all the fruit, but future people will be blessed because you planted faithfully.

Short-term leaders ask, “What can I get?” Legacy leaders ask, “What can I leave?”

☐ This shift is one I genuinely need to make right now.

Reflection: Who am I intentionally developing to carry the mission forward?

SHIFT 8

From Insecurity → To Identity

Insecure leaders often do damage even when they are gifted — comparing themselves to others, feeling threatened by strong people, micromanaging, and competing with people they should be developing. Christian leaders are called to lead from identity in Christ instead.

Biblical Example: Gideon

Gideon saw himself as weak, small, and unlikely — but God called him “thou mighty man of valour” (Judges 6:12). Gideon's identity had to shift; he had to stop seeing himself only through the lens of limitation and start responding to the call of God.

Analogy: The Conductor

An orchestra conductor doesn't play every instrument — their role is to bring out the best in every musician so the whole orchestra produces something beautiful. Imagine if the conductor became jealous of the violinist or resentful of the trumpet player. A secure leader says, “Your excellence does not diminish me. It strengthens the mission.”

You cannot lead securely if you are living from a false identity.

☐ This shift is one I genuinely need to make right now.

Reflection: Am I leading from who God says I am, or from what fear says I am?

SHIFT 9

From Information → To Transformation

We live in the most information-rich age in history — books, podcasts, courses, and sermons everywhere. But information alone does not transform a leader. Application transforms.

"But be ye doers of the word, and not hearers only."

— James 1:22

Biblical Example: The Wise and Foolish Builders

In Matthew 7, Jesus describes two builders who both heard the same word. The difference wasn't information — it was obedience. One heard and obeyed; the other heard and did not. When the storm came, the difference was revealed.

Analogy: The Gym Membership

Owning a gym membership does not make you physically fit. Buying workout clothes does not build muscle. You have to show up and do the work. Leadership is the same way — listening to leadership content does not automatically make you a better leader.

Information may fill your notebook, but application changes your leadership.

☐ This shift is one I genuinely need to make right now.

Reflection: What truth have I learned but not yet obeyed?

SHIFT 10

From Self-Reliance → To Spirit-Led Leadership

This may be the most important shift of all. Christian leaders must not lead merely from talent, personality, strategy, ambition, or charisma. Those things may matter, but they are not enough.

"Not by might, nor by power, but by my spirit, saith the LORD of hosts."

— Zechariah 4:6

Analogy: Sailing

A sailor cannot create the wind, but a sailor can set the sail. In the same way, we cannot manufacture the power of God — but we can position ourselves in humility, prayer, obedience, and surrender. Spirit-led leadership doesn't mean we ignore planning or reject strategy; it means our plans are submitted and surrendered to God.

Strategy matters, but surrender matters more.

☐ This shift is one I genuinely need to make right now.

Reflection: Am I asking God to bless my plans, or am I asking God to direct my plans?

SECTION 6

Your Leadership Shift Self-Assessment

Rate how much each shift currently applies to you as a growth area. Be honest — this isn't a scorecard, it's a mirror.

Scale: 1 = I've largely made this shift · 10 = This is a major growth edge for me right now

Doing → Developing [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Control → Trust [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Reaction → Intentionality [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Position → Influence [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Success → Significance [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

People-Pleasing → Obeying God [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Short-Term → Legacy Thinking [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Insecurity → Identity [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Information → Transformation [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

Self-Reliance → Spirit-Led Leadership [1] [2] [3] [4] [5] [6] [7] [8] [9] [10]

5. Which one or two shifts scored highest as growth edges? What makes those the most urgent right now?

SECTION 7

Closing Challenge & Commitment

The next level of leadership may not require a new opportunity first. It may require a new obedience. A new mindset. A new habit. A new surrender. It may require a shift.

Do not try to change everything at once. Start with obedience in one area — because small shifts, consistently applied, can lead to major transformation over time.

My Commitment

The one leadership shift God is calling me to make right now:

What has kept me from making this shift so far:

One specific action I will take this week to begin:

The person I am inviting to hold me accountable:

Signature

Date

"Not by might, nor by power, but by my spirit, saith the LORD of hosts."

— Zechariah 4:6

Keep growing, keep leading, and keep seeking first the Kingdom of God in your business and in your life.