



LEADERSHIP SELF-AUDIT:

ARE YOU FIXING, SAVING, OR COMMANDING?

A self-check for leaders ready to grow beyond performance and into purpose.

The Fixer

Do I try to handle all the problems myself—because I don't trust others will get it right?

You take pride in jumping in and solving issues fast. But your team may feel disempowered, overlooked, or underdeveloped.

- Do you always have the final say?
- Are you the first (and only) one to respond to problems?
- Is your team waiting on *you* before anything moves forward?

Bonus Tip: Instead of being the hero, become the teacher. *Build leaders, not followers. Ask: Who can I equip to handle this next time?*

The Savior

Do I believe I know what's best for everyone—and act without asking for input? You genuinely care. But centering your own solution over someone else's experience can feel like erasure, not empathy.

- Do you assume what people need without asking them?
- Do you speak *for* others more than you speak *with* them?
- Are you more focused on being seen as an ally than doing the messy work of change?

Bonus Tip: Don't assume—ask. Then *listen deeply*. Value lived experience as expertise. Leadership isn't rescue—it's relationship.

The Commander

Do I lead by force, fear, or authority—believing that respect must be demanded? You get results, but often at the cost of morale. People may follow your orders, but not your vision.

- Are people afraid to push back or offer feedback?
- Is there a culture of compliance—but not commitment?
- Do you confuse control with clarity?

Bonus Tip: Shift from power *over* to power *with*. Build psychological safety. Invite feedback. *Trust doesn't slow you down—it takes you further.*

Your Challenge: Don't Just Reflect—RESPOND

Circle the leadership tendency that feels most familiar to you.

Then take one small, courageous action this week to shift toward servant leadership, shared power, and equity-driven impact.

****LEADERS WHO SERVE.**

LEADERS WHO LISTEN.

LEADERS WHO CHANGE.**