

Start With Grace

7 permissions every leader should be given

We think success in leadership means we have to know it all, do it all, and never let them see you sweat. Truth is, that's why we fail. The alternative says the only way to succeed is to be fully human. **Grace is how we start.**

THE ASSUMPTIONS

1. You have to make all the decisions
2. You have to know and solve it all
3. You must choose being respected over being liked
4. You'll get comfortable giving hard feedback
5. If you hesitate you'll be seen as weak
6. It's not personal, it's business
7. Making mistakes is not an option

THE PERMISSIONS



Permission to
Let Go



Permission to
Need Help



Permission to
**Give Yourself
and Others Grace**



Permission to
Feel Your Feelings



Permission to
Pause



Permission to
Be You



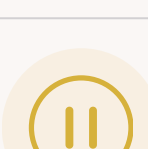
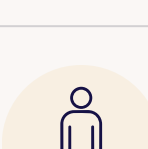
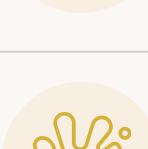
Permission to
Get Messy



GRACE IS PERMISSION TO BE HUMAN
And an invitation to keep growing

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YOU HAVE PERMISSION TO	WHAT IT MEANS	WHAT IT LOOKS LIKE	WHAT IT SOUNDS LIKE
 Let Go	- Delegating work, sharing ownership, and creating space for others to grow. - Releasing the belief that everything depends on you.	- Asking someone else to lead the meeting. - Letting a team member solve the problem before jumping in.	"What do you recommend?" "What's another way to do this?"
 Need Help	- Asking for input before you're stuck, not after. - Leveraging the experience, ideas, and support already around you.	- Calling a mentor. - Bringing a challenge to your team.	"I don't know." "Is there something I'm missing?"
 Give Yourself & Others Grace	- Assuming positive intent before assigning blame. - Focusing on what happens next instead of who to blame.	- Responding with curiosity before criticism. - Treating mistakes as opportunities to learn.	"Help me understand what happened." "What did we learn from this?"
 Feel Your Feelings	- Acknowledging emotions without letting them make decisions for you. - Creating space for yourself and others to experience what is real.	- Naming a difficult emotion instead of ignoring it. - Checking in on how someone is doing before jumping into solutions.	"This is uncomfortable, and that's okay." "How are you feeling about all of this?"
 Pause	- Taking time to think before you react - Choosing your next step intentionally rather than reactively.	- Waiting before responding to an emotional email. - Asking questions before making a decision.	"Let me think about that." "Tell me more."
 Be You	- Leading from your strengths, values, and personality. - Resisting the urge to become a copy of someone else's leadership style.	- Speaking in your own voice. - Leading differently than the person who came before you.	"Here's how I see it." "Let's try something unfamiliar."
 Get Messy	- Taking thoughtful risks. - Challenging ideas, and the ways things have always been done.	- Testing an idea before it's fully polished. - Having a conversation others are avoiding.	"What if we tried...?" "I could be wrong, but..."