



Three Myths of Leadership: What Holds Us Back & How to Move Forward

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Where we are now:

According to Accenture, global disruption has risen by _____ % between 2017 and 2022.

According to the World Health Organization, stress costs businesses \$_____ annually.

According to Talker Research, 2025, _____ is now the #1 reason high performers are quitting—not pay, not culture, not management.

Some Myths That Maybe Feel True

- Myth #1: Leadership is about having all the answers.

Reality: Great leaders ask powerful questions, listen deeply, and create space for collective wisdom.

- Myth #2: Leadership is built on authority, not trust.

Reality: Trust is the currency of leadership. Without it, titles matter less than we'd like.

- Myth #3: I can fix my organization.

Reality: No leader can single-handedly fix everything. Leadership is about cultivating alignment, empowering others, and guiding the organization to adapt together.

Self-Assessment: Where Do You Lead Boldly? For each question rate yourself on a scale of 1-5. 1 being rarely and 5 being almost always

1. I ask curious questions instead of rushing to provide the answer.
2. I intentionally build trust with my team through transparency and follow-through.
3. I recognize that change is a shared effort, not a solo mission.
4. I create psychological safety so others feel comfortable sharing new ideas.
5. I focus on building systems and culture instead of 'fixing' problems alone.
6. I actively seek feedback from others, even when it's uncomfortable.
7. I model adaptability when priorities or circumstances shift.
8. I balance empathy with accountability when leading my team.
9. I make decisions with both short-term needs and long-term impact in mind.
10. I set boundaries that protect my own resilience and model healthy work habits.
11. I celebrate small wins to keep momentum and morale high.

Reflection: Where did you score highest? Lowest? How might you leverage your strengths more fully?

Micro-Practices for Daily Leadership

- Pause & Ask:
- Trust Deposit:
- Shared Ownership:
- Joy Builders: