

# Breakthrough Beliefs

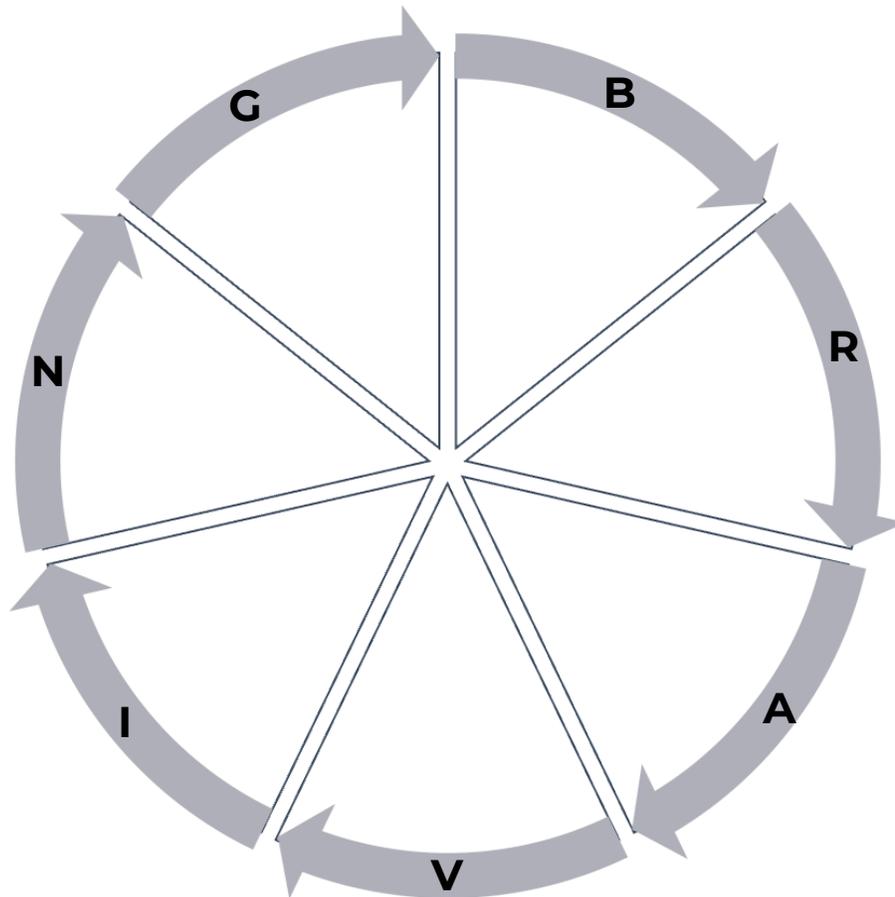
## Session Three: November 11, 2025

### Breakthrough Beliefs

- *You can have control or you can have growth. But, you can't have both in equal proportion at the same time.*
- *It isn't faster or better if you do it yourself. It's faster and better if you improve at delegating.*

**Widespread distrust in a society imposes a kind of tax on all forms of economic activity, a tax that high-trust societies do not have to pay.**

Francis Fukuyama



## Organizational Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently your organization displays the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

Almost Never	Rarely	Often	Almost Always
1	2	3	4

1.	We keep promises and honor commitments.	1	2	3	4
2.	We acknowledge and apologize for mistakes.	1	2	3	4
3.	We are loyal to the absent.	1	2	3	4
4.	We seek to understand each others' needs and concerns.	1	2	3	4
5.	We say what we feel in a way that shows respect for others' opinions.	1	2	3	4
6.	We seek constructive feedback.	1	2	3	4
7.	We are open and honest with information.	1	2	3	4
8.	We involve people in decisions that affect them.	1	2	3	4
9.	We encourage others to openly contribute ideas and opinions.	1	2	3	4
10.	We give credit where credit is due.	1	2	3	4
11.	We share decision making with team members and support the collective decisions.	1	2	3	4
12.	We view mistakes as learning opportunities.	1	2	3	4
13.	We act on information only after hearing and understanding all the facts.	1	2	3	4
14.	Our actions are consistent with our words regardless of the person or our stress level.	1	2	3	4
15.	We communicate clear expectations.	1	2	3	4
16.	We honor confidential and sensitive information.	1	2	3	4
17.	We make eye contact and address one another by name.	1	2	3	4
18.	We promote our team's reputation with others.	1	2	3	4
19.	We are fully present and listen to understand.	1	2	3	4
20.	We stay curious and assume good intent.	1	2	3	4

## Personal Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently you display the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

Almost Never	Rarely	Often	Almost Always
1	2	3	4

1.	I keep promises and honor commitments.	1	2	3	4
2.	I acknowledge and apologize for mistakes.	1	2	3	4
3.	I am loyal to the absent.	1	2	3	4
4.	I seek to understand others' needs and concerns.	1	2	3	4
5.	I say what I feel in a way that shows respect for others' opinions.	1	2	3	4
6.	I seek constructive feedback.	1	2	3	4
7.	I am open and honest with information.	1	2	3	4
8.	I involve people in decisions that affect them.	1	2	3	4
9.	I encourage others to openly contribute ideas and opinions.	1	2	3	4
10.	I give credit where credit is due.	1	2	3	4
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15.	I communicate clear expectations.	1	2	3	4
16.	I honor confidential and sensitive information.	1	2	3	4
17.	I make eye contact and address others by name.	1	2	3	4
18.	I promote our team's reputation with others.	1	2	3	4
19.	I am fully present and listen to understand.	1	2	3	4
20.	I stay curious and assume good intent.	1	2	3	4

# Trust-Building Tips

## Extend Trust...Build Trust

- Extend trust to yourself and others.
- Challenge the stories that play out in your head and the meaning you give events.
- Use power words like appreciate and trust.
- End requests with the powerful, clarifying phrase and here's why.
- Share information as early as possible.
- Consistently model respect.
- Build a sense of inclusion and belonging in every interaction.
- Always be open to learning, growth, and feedback.
- Don't be the threat.
- Maintain a growth mindset -
- Adopt an attitude of "What do we have here that's good?"
- Ask for help.
- Create a hope FULL environment; communicate good things happen here.
- Evaluate what is yours to own (and what isn't yours to own).
- Give credit.
- Identify how far you can push yourself and others.
- Always communicate an "I am for you" attitude.
- Consistently set up others for success; never to trick, humiliate, or belittle.
- Choose to see setbacks as moments of valuable learning.
- Self-regulate. Your team doesn't need a perfect leader; they need a collected leader.
- Give a choice and a voice to promote engagement and ownership.
- Honor the absent and refrain from gossip of any type.
- Hold self and others accountable to any inappropriate behavior.
- Avoid micromanaging by honing your delegation skills.
- Introduce, lead, and manage change visibly, slowly, and deliberately and allow for employee input.

# Delegation



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## Clarity

What do you want the delegate to do?

*1-2 sentence description of what you want done – begin with a verb.*

What does “done” look like?

*Clearly describe what a win looks like.*

What is the “why” of this delegation?

*Give any context necessary to give the bigger picture.*

## Level

Consider the nature of the **task** and the **skill/experience** of the delegate.

1	Do as I say	Do exactly as I have asked.
2	Research and report	Research the delegation & report findings. We will discuss before moving forward.
3	Research and recommend	Research the delegation & make a recommendation after weighing pros & cons.
4	Decide and inform	Do the research, make a decision, and inform me on what you decided.
5	Decide and act	Make whatever decision you think is best with no need to report back.

<https://michaelhyatt.com/the-five-levels-of-delegation/>

## Expectations

What are any essential, non-negotiable requirements or expectations you have? (cost, expectations, attitude, etc.)

## Accountability

What is the timeline? How will you hold each other accountable? List deadlines & check-in points.

## Repeat & Review

Repeat what you heard.

Did you get the results you wanted? What could you improve for next time?

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## Application

You can find all LEAD resources at:

Leadership Cohort: <https://yellingroup.com/truenergy-leadership-resources-2025>

Foundations Cohort: <https://yellingroup.com/truenergy-foundations-resources-2025>

**I commit to:**

**The team commits to:**



Stop paying unnecessary taxes. Build trust.