

Week 28

Release Control



7/13/26

Why it Matters: Leaders don't build strong teams by having all the answers. They build strong teams by creating opportunities for others to develop confidence, judgment, and ownership.

This Week's 1% Better Practice:

The next time a team member asks you a question, resist the urge to answer it immediately. Instead, ask, "What do you think?" Give them the opportunity to think through the solution before you step in.

Applying It:

Reflect.

Think about a situation where you felt the urge to step in. What was happening? _____

Ask Yourself: Why did you want to take control? (check all that apply)

- | | |
|---|---|
| ☐ It would be faster | ☐ I wanted to prevent mistakes |
| ☐ I wasn't confident they'd do it well | ☐ I enjoy doing this work |
| ☐ Other: _____ | |

Continue Reflecting.

What could they have learned if I had let them work through it? _____

Did you solve the problem because they needed you? Or was it because it was uncomfortable to watch them struggle? Or something else? _____

Commit.

What is one thing you will do this week to release control and empower your team? _____

