

# The Mistake That Breaks Trust With Your Leader

Trust is built by lifting burden, not dumping weight.

## EPISODE THESIS

The trust-breaking mistake is treating leading up as a way to get your way. Healthy leading up is a sacred assignment: build trust, honor alignment, and become a burden lifter for the leader God has placed above you.

## FOUNDATIONAL TRUTHS

- You cannot lead well if you are not first a follower worth following. The way you talk about your leader teaches your team how to talk about you.
- Most effective leading up is invisible, faithful, and intentional. The relationship with your leader is often the linchpin relationship for your success in that ministry setting.
- Your job is not to fix your leader. Pray for them, stay in your lane, work on the version of the problem you can see in yourself, and trust God with the correction only he can bring.

## NINE TRUST BUILDERS

- No surprises: share good and bad news before it becomes an emergency.
- Bring solutions, not just problems. Offer at least one path forward, and often three.
- Celebrate wins in their language. Give them the win they care about, not only the one you care about.
- Know your don't know. Your leader sees pieces you do not see: elders, finances, staff dynamics, timing, and future decisions.
- Be prepared. Bring a simple agenda, status updates, decisions needed, and recommended next steps.
- Form loyalty, not alliances. Venting with teammates is not processing; it usually becomes organized cynicism.
- Anticipate rhythms, deadlines, and pressure points. Become a support, not a Sunday-morning surprise.

## PRACTICE ASSIGNMENT

Audit your last three conversations with your leader. Were you clear? encouraging? prepared? Did you bring a solution? Then build a repeatable one-on-one template: updates, upcoming needs, one win, one worry, and one ask.

## COACHING QUESTIONS

- Would your leader currently experience you as a burden lifter or a burden giver?
- What surprise are you tempted to hide until you can fix it yourself?
- Where are you processing frustration in a way that is really forming an alliance?

## TEACH-BACK FLOW

- Start with the wrong goal: getting your way. Replace it with the right goal: building trust and honoring alignment.
- Have the learner sort the nine trust builders into three buckets: communication, character, and preparation.
- End by drafting their next one-on-one agenda so the lesson becomes a real conversation, not just a principle.