

Lead Like a Champion

Real Frameworks. Real Prompts. Real Leadership Upgrades.
Designed to help you lead yourself and others more effectively—starting today.

“Champion leaders don’t wait for perfect— they lead with purpose, clarity, and heart.”

Hey leader—

You've got a full plate, constant decisions to make, and people who depend on you. Leading in today's world isn't easy. It's fast-paced, high-pressure, and often isolating.

This workbook isn't here to give you more to do—it's here to give you traction. No fluff. No filler. Just powerful, field-tested tools you can apply immediately.

These frameworks come straight from the trenches—refined through coaching, keynotes, and real-world leadership wins (and mistakes).

Each page includes:

- A proven framework
- Real-world prompts
- A chance to shift how you lead—right now

Use it all at once or take one page at a time. Reflect. Act. Repeat.

*Let's get to work.
Let's lead like champions.*



The Champion Mindset Framework

“The first goal in any communication is not to be right, or even to be heard—it’s to offer safety.”

CHALLENGER MINDSET

(Scarcity / Fixed / Threat)

- Takes all feedback personally
- Lone wolf; micromanages; won't ask for help
- Covets knowledge; holds back
- Hides mistakes; cuts corners
- Lives in the future, distracted
- Avoids risk; plays it safe
- Does the bare minimum
- Critical, gossipy, pokes holes
- Burned out, overwhelmed
- Makes permanent assumptions, “it is what it is”
- Focused on resources
- Busy, works hard

| CHAMPION MINDSET

| (Abundance / Growth / Opportunity)

- | Receives feedback openly
- | Collaborates, empowers, and delegates
- | Shares generously and invests in others
- | Honest with self and others to grow
- | Present and responsive
- | Takes thoughtful, measured risks
- | Goes above and beyond
- | Compassionate, builds others up, sees progress
- | Energized; balances work and life intentionally
- | Believes in adaptability and growth, gets curious
- | Focused on resourcefulness
- | Effective, works efficiently





Reflection Prompts

1. Where do you show up as a Champion? Where do you slip into Challenger mode?

➤ Work	CHAMPION		CHALLENGER
➤ Relationship/Spouse	CHAMPION		CHALLENGER
➤ Parenting	CHAMPION		CHALLENGER
➤ Friendships	CHAMPION		CHALLENGER
➤ Housework	CHAMPION		CHALLENGER
➤ Community	CHAMPION		CHALLENGER

2. Identify ONE area where you're stuck in Challenger mode.

- What's one mindset shift that could move you toward Champion thinking?

3. What's one habit or action you could implement this week to reinforce your Champion mindset in that area?

Courageous Communication

"The first goal in any communication is not to be right, or even to be heard—it's to offer safety."

Safety builds trust. Trust opens ears and invites. Worth unlocks hearts and connects.

The Safety-First Framework

Champion communicators know that communication isn't just about your technique, it's about your heart (how you show up) and the space you offer (how you show out).

To communicate with courage, start here:

Instead of...

- Speaking to prove a point
- Assuming someone will react poorly
- Avoiding tough conversations
- Correcting in public
- Jumping in with your agenda

Consider this...

- | Speak to connect and understand
- | Offer curiosity and assume positive intent
- | Initiate with empathy and clarity
- | Affirm worth privately, then address behavior constructively
- | Start by asking questions and listening





The Core Principle:

Safety = Worth + Trust

- Worth: “You matter—even when we disagree.”
- Trust: “I can be trusted – this space is safe.”



When people feel seen and safe, they’re far more likely to stay present, open, and engaged.

Reflection Prompts

1. Think of a recent conversation that didn’t go as planned.
 - How might it have changed if you led with worth and trust?
2. What’s one practical way you can offer safety in your next important conversation?
(Examples: Ask more questions, pause to listen, affirm their worth, take ownership.)
3. Where do you feel the least safe to speak up?
 - How might you advocate for or create a safer environment there?

Empowering Effective Teams

LEAD WITH CLARITY. LET OTHERS LEAD WITH CONFIDENCE.

“Empowered teams don’t just get more done—they grow, thrive, and take ownership.”





The 4E Framework for Team Empowerment

STEP	WHAT IT MEANS
Engage	Assess current skills, values, and motivations. Align with the right roles/responsibilities.
Equip	Set clear expectations, provide tools, defined goals, opportunities for growth.
Empower	Invite ownership. Step back so they can step up.
Encourage	Offer specific feedback, recognize progress, and support calculated risk.

- Empowered teams need structure, support, and space to soar.

Reflection Prompts

1. Think of a team member or group you lead.

- Where are you strongest in the 4E model?
- Where do you tend to over-function or micromanage?

2. Choose one person. Map them through the 4Es.

- Have you engaged in discovering their strengths and goals?
- Are they equipped to succeed?
- Have you empowered them to lead?
- Do you consistently encourage them?

3. What would shift if you trusted your team more?

- What's one thing you could let go of to help someone else grow?





Leadership RESET Check-In

Slow down to speed up. Clarity starts here.

“Self-leadership isn’t selfish—it’s the foundation of sustainable leadership.”

The RESET Framework:

- R – What task/responsibility/project do I need to **release**?
- E – What am I **energized** by right now?
- S – What’s my **story at this** moment?
- E – What am I **expecting** that might be getting in my way?
- T – What can I do **Today** to move forward?

Complete the RESET to clarify your current state and identify your next move. Use this check-in to recalibrate weekly—or whenever you feel stuck or scattered.

Make It Stick

Knowledge isn’t power—*applied* knowledge is.

You’ve just walked through several high-impact leadership tools. Now it’s time to put them to work.

3 Simple Ways to Make It Stick:

1. Pick ONE insight and apply it within the next 24 hours.
2. Choose someone you trust to hold you accountable.
3. Schedule a time to revisit this workbook in 7 days.

Want support and momentum as you grow? Apply for 1:1 Coaching with Jeff Koziatek to go deeper and grow faster.

Spots are limited. If you’re ready for clarity, courage, and confident leadership—let’s talk. www.coreauthenticity.com/coaching

