



2025 ASCEND Leadership Monthly Webinar Series

Session Learning Tools & Practice Materials

Empowerment Self-Check

Use this worksheet to reflect on how your leadership creates space for ownership, growth, and voice, and where you can strengthen habits that truly empower your team.

Part 1. Awareness & Self-Reflection

Step 1: Self-Assessment - How You Think You Empower

Read through each behavior below. Check the ones you consistently demonstrate.



Pin the ones you want to grow or practice more intentionally.

Behaviors	<input checked="" type="checkbox"/>	
I share the why and give room to figure out the how		
I communicate expectations clearly, including where there's freedom		
I ask coaching questions instead of giving answers		
I invite input on how work is approached, not just what gets done		
I give feedback that helps people learn, not just correct		
I make space for new ideas, even if they're unpolished		
I follow through on what I said I'd hand off		
I encourage smart risks and stay steady if things don't go perfectly		
I let people lead, even if they lead differently than I would		
I treat mistakes as learning, not proof of failure		

Step 2: Self-Reflection - How Others Might Experience You

Consider how your team might answer these. Check any that might be true, or that you're unsure about. Pin the ones you want to explore or ask about.

Perceptions	<input checked="" type="checkbox"/>	
They come to me for permission, not perspective		
They wait for my direction before taking action		
They don't offer new ideas unless I ask		
They rarely challenge or disagree with me		

Perceptions		
They tend to follow the process I prefer, even when other options might work		
They don't seem confident making decisions without me		
They complete tasks, but don't take initiative beyond them		
They're hesitant to take risks unless I've already signed off		
They say "let me check" more than "here's what I propose"		
They seem more focused on getting it right than learning something new		

Part 2. Putting Empowerment into Action

Step 1: Choose 2 to 3 habits to practice

1. _____
2. _____
3. _____

Step 2: Name the shift you want to make.

Use one of the following prompts – or write your own.

- I want to shift from directing to _____

- I want to lead by trusting _____

- I want to respond differently when _____

- I want to build a habit of _____

Step 3: Commit to one situation this week

Where can you try this in real life?

- With whom? _____
- In what situation? _____
- What will "empowering" look like in action? _____

Part 3. Looking Back and Moving Forward

Complete this after several weeks or months of intentional practice

Reflection Questions:

Use these to check in on your progress – and notice where you’ve grown, and where you may still be holding back.

1. What shifts have I made in how I lead or support my team?
Where have I let go? Where have I leaned in differently?
2. What have I noticed in how my team responds to ownership?
Have they taken more initiative? Brought new ideas?
3. What’s still hard or uncomfortable about empowering others?
What are the moments I still pull back, over-function, or hesitate?
4. Which behaviors from Part 1 do I now practice more consistently?
Anything you'd move from "explore" to "habit" now?
5. What would meaningful progress look like over the next few months?
Choose one area to keep stretching.
6. What surprised you the most about this process?