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POWER CALIBRATION

**USE ONLY AS MUCH
AUTHORITY AS THE
MOMENT REQUIRES.**



THE SHIFT

**Too much control shrinks
the room.**

Too little creates drift.



THE CONTRAST

Immature leadership dominates.

Mature leadership adjusts.



BUILD IT

- **Match autonomy to capability**
- **Ask: direction, coaching, or ownership?**
- **Invite dissent**
- **Request upward feedback**



**ARE YOU LEADING THIS
TEAM – OR
OVERLEADING THEM?**

STONE SOUP COACHING

