

Identity Load Reframe

For leaders carrying pressure from who they think they must be

The Leadership Reality

Many leaders aren't just doing the job. They're trying to *be* everything...capable, composed, respected, unshakeable.

This tool helps you **separate inherited expectations from self-defined identity.**

The Reset Practice

1. See It

Identify the identity beliefs you're carrying.

- Who do I believe I need to be in this role?
- What expectations am I holding myself to?

2. Sort It

Separate what serves you from what doesn't.

- What comes from others' expectations?
- What aligns with who I actually want to be?
- What no longer serves me?

3. Shift It

Define your intentional leadership identity.

- Who do I want to become as a leader?
- What does that leader believe and practice consistently?

Identity shapes behavior more than intention does.

One Insight to Carry Forward

You don't have to perform a version of leadership that no longer fits you or fills you. You can choose one that sustains you.

Reflection

What belief about who you “should be” is creating unnecessary pressure?