A REFLECTION TOOL FOR LEADERS

The Commitment Distortions Spotter

Notice the beliefs about commitment that may be shaping how you lead.

> *Sustainable leadership starts with noticing. Your commitment may be healthy while the beliefs attached to it are not. Naming a belief gives you a choice about whether to keep following it.*

How to use it. Read each statement across both pages. Mark how often it sounds like you, then choose the one or two you hear most.

THE BELIEF	NEVER	SOMETIMES	OFTEN
Commitment equals self-sacrifice "I just need to put in one more hour. I'll grab something to eat later."	◯	◯	◯
Commitment means being indispensable "It's easier if I just do it myself. Otherwise it won't get done."	◯	◯	◯
Commitment means never saying no "Sure, I can fit that in. It's important."	◯	◯	◯
More effort must produce better results "If I just push a little harder this month, it will turn around."	◯	◯	◯
Past investment obligates future sacrifice "I've been doing it this way too long to start doing it differently now."	◯	◯	◯
Commitment means prioritizing everyone else "Don't worry about me, I'll be fine. Let's take care of everyone else first."	◯	◯	◯

These are practical patterns for reflection, not a clinical list or an assessment. Pages 2 and 3 have more.

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THE BELIEF	NEVER	SOMETIMES	OFTEN
Commitment means keeping the peace "It's not worth bringing up. I don't want to cause problems for the team."	◯	◯	◯
Needing help means I'm not committed enough "I've got it. I don't want to bother anyone with this."	◯	◯	◯
Rest has to be earned "I'll slow down once this busy season is over."	◯	◯	◯
Commitment is proven by being busy "I'll send it tonight so they know I'm on top of it."	◯	◯	◯
My worth comes from what I give "If I'm not being useful, what am I even here for?"	◯	◯	◯
Doing it perfectly proves I care "It's not quite ready. I want to go over it one more time."	◯	◯	◯

PAUSE BEFORE YOU TURN THE PAGE

Which beliefs on these two pages did I mark Often?

Which one surprised me?

Page 3 has five more, then space to note what you hear most.

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THE BELIEF	NEVER	SOMETIMES	OFTEN
Commitment means sticking with the plan "We committed to this plan, so I'm going to see it through."	○	○	○
Commitment means my feelings can't get in the way "I'm fine. I just need to keep going."	○	○	○
Commitment means the work comes before my relationships "I'll catch up with them once this project is done."	○	○	○
Commitment means it's never enough "That's done, but I should have gotten more done."	○	○	○
Commitment is a duty, not a choice "I don't really have a choice. It has to be me."	○	○	○

WHAT I NOTICE

The belief I hear most

Where it shows up and what it asks me to do

What I might choose instead

These patterns are a practical framework for reflection, not a clinical list or an assessment. Next step: take your top belief to the Reframe Card.