

SOMEONE IS ALREADY FOLLOWING YOU

A tactical guide to unmasking your influence and leading on purpose.



Leadership is not an organizational chart. It is the inescapable residue of what people watch you do.





THE DENIAL

The Claim: I'm not leading anybody.

The Reality: Someone is copying your worst habits right now. Influence happens whether you manage it or not.



THE RÉSUMÉ

The Claim: Look at my team, my board, my output.

The Reality: A man who leads well everywhere except his own house has not succeeded at leadership; he has succeeded at being seen.

If someone does not know how to manage his own household, how will he care for God's church? – 1 Timothy 3:5

INFLUENCE

Igniting a palpable
desire for movement.

LEADERSHIP

Influencing movement
to advantage.

Strip the title, the org chart, and the paycheck away.
All that remains is influence.

The only real question is: Who is moving because of you?



CORE PRINCIPLE: People run a constant audit between **what you say and what you do**. Discrepancies are always resolved in **favor of behavior**.

THE DIAGNOSTIC CHECK: Which leg are you limping on?

The Silent Worker: Assumes example speaks.
Result: Misread intentions, transmission failure.

The Talker: Assumes instructions land.
Result: Great speeches nobody believes because the tape contradicts them.

What you have learned and received and heard and seen in me—practice these things. (Philippians 4:9)

You are not the source of his movement. You're the reason he believes his own is possible.

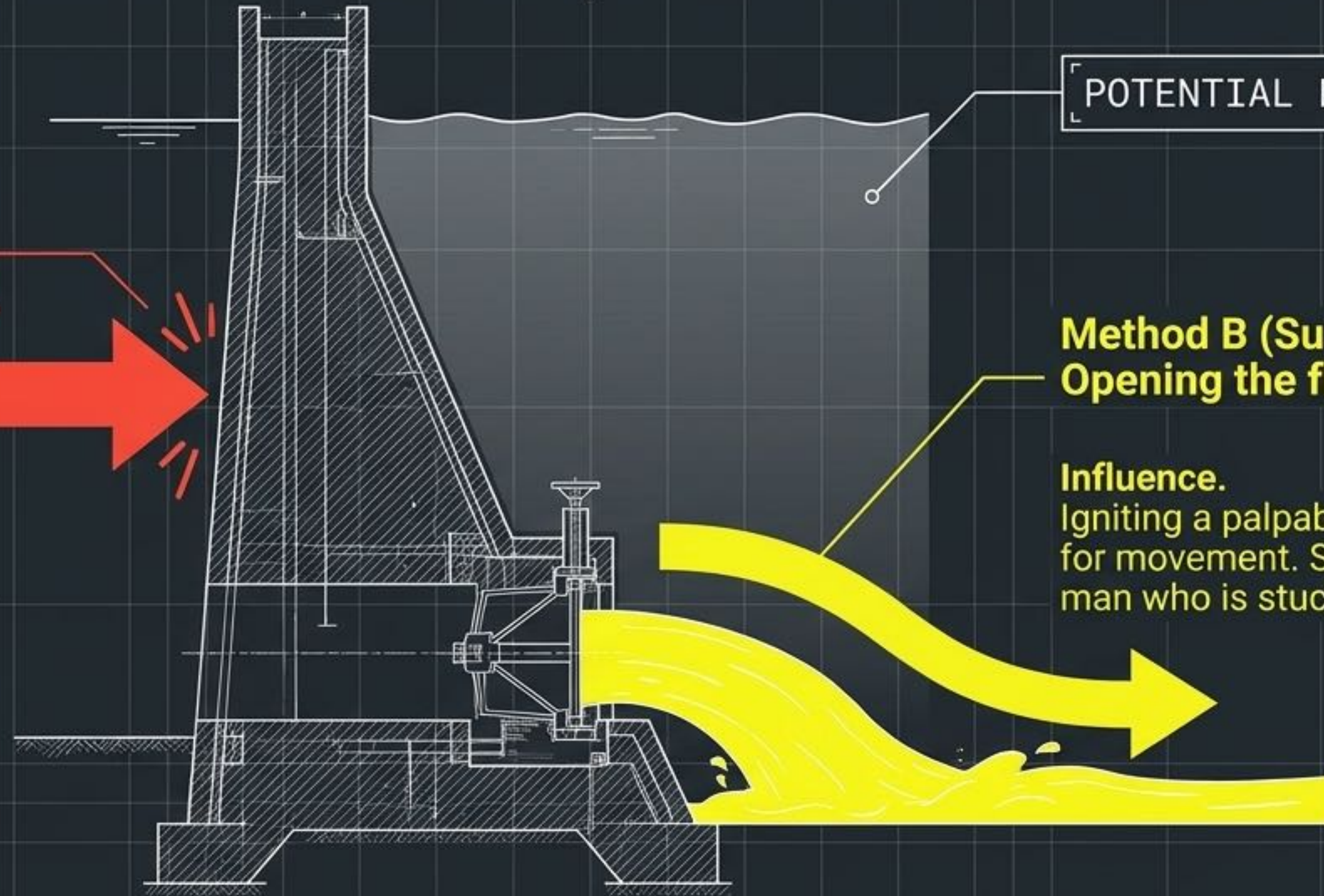
Method A (Failure):
Pushing water uphill.

Compulsion. Hitting people over the head. Yields fast compliance, zero buy-in, and costs long-term leverage.

POTENTIAL ENERGY

Method B (Success):
Opening the floodgate.

Influence.
Igniting a palpable desire for movement. Serving the man who is stuck.



BUY-IN VS. COMPLIANCE

COMPULSION (FORCE)

PERSUASION (INFLUENCE)

SPEED:

Fast (Results arrive today)

Slow (Requires unblocking the dam)

DURABILITY:

Fragile (Vanishes the second pressure lifts)

Durable (Movement becomes voluntary)

COST:

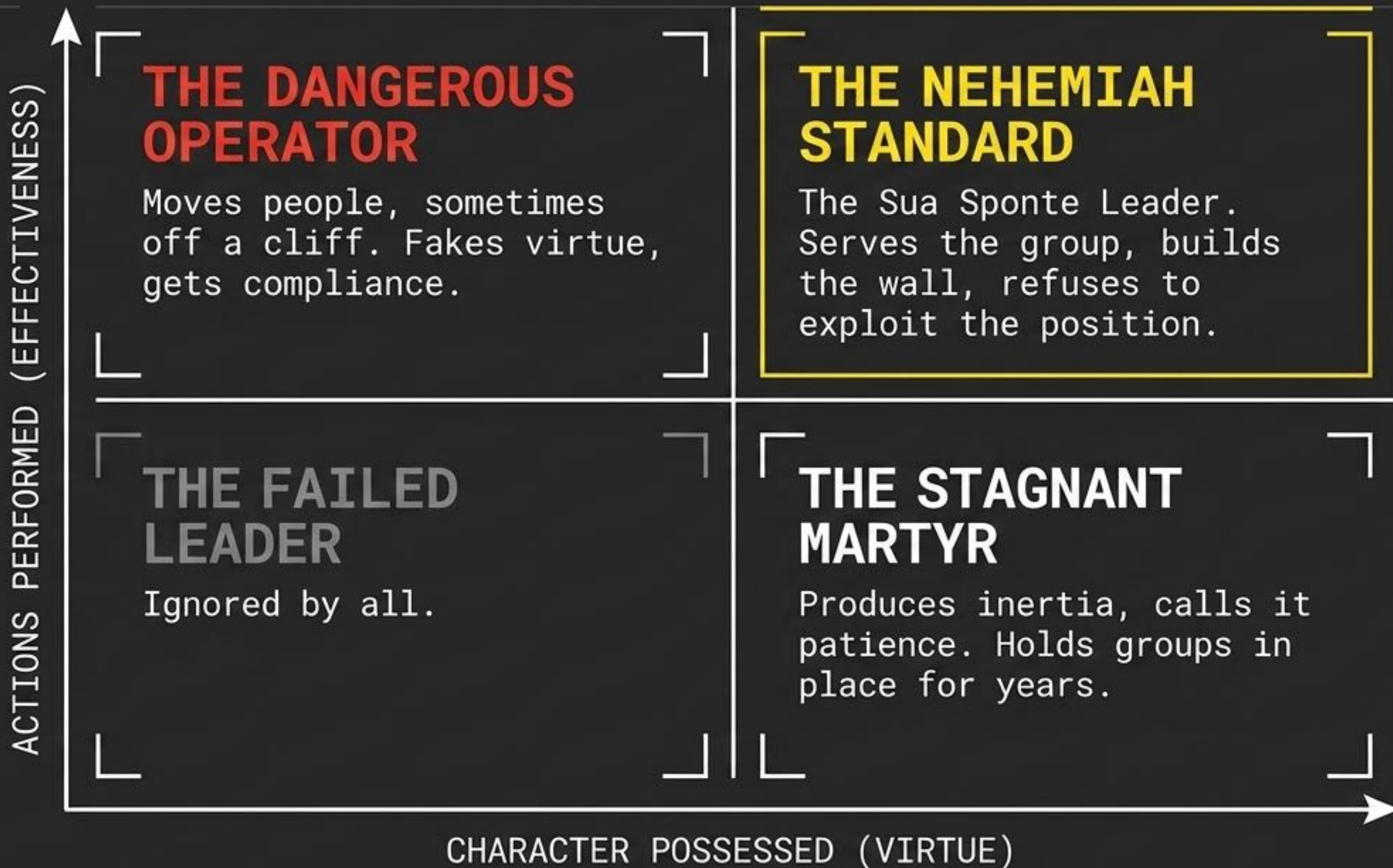
Burns long-term leverage

Builds legacy and succession

METHOD:

Because I said so.
(Assault, not leadership)

Knows the way, goes the way,
shows the way.



A dashboard with multiple gauges and a large red stamp. The gauges show various metrics, including a speedometer-like gauge with a needle pointing to 98%, and several bar charts labeled 'OPTIMAL' and 'MAX'. The red stamp is a large, tilted rectangle with the words 'CONDITION UNKNOWN' in bold white letters.

**CONDITION
UNKNOWN**

THE FLAW:

We optimize for leading from a distance. We possess detailed data on everyone's output, but zero data on their actual state.

THE STANDARD:

Know well the condition of your flocks.
(Proverbs 27:23)

Proximity is the prerequisite for care.

THE LITMUS TEST:

Name one person in your charge whose actual condition (fears, sleep, home life) you could not describe right now.

DOLPHIN

Your unique,
specialized gift
or skill.

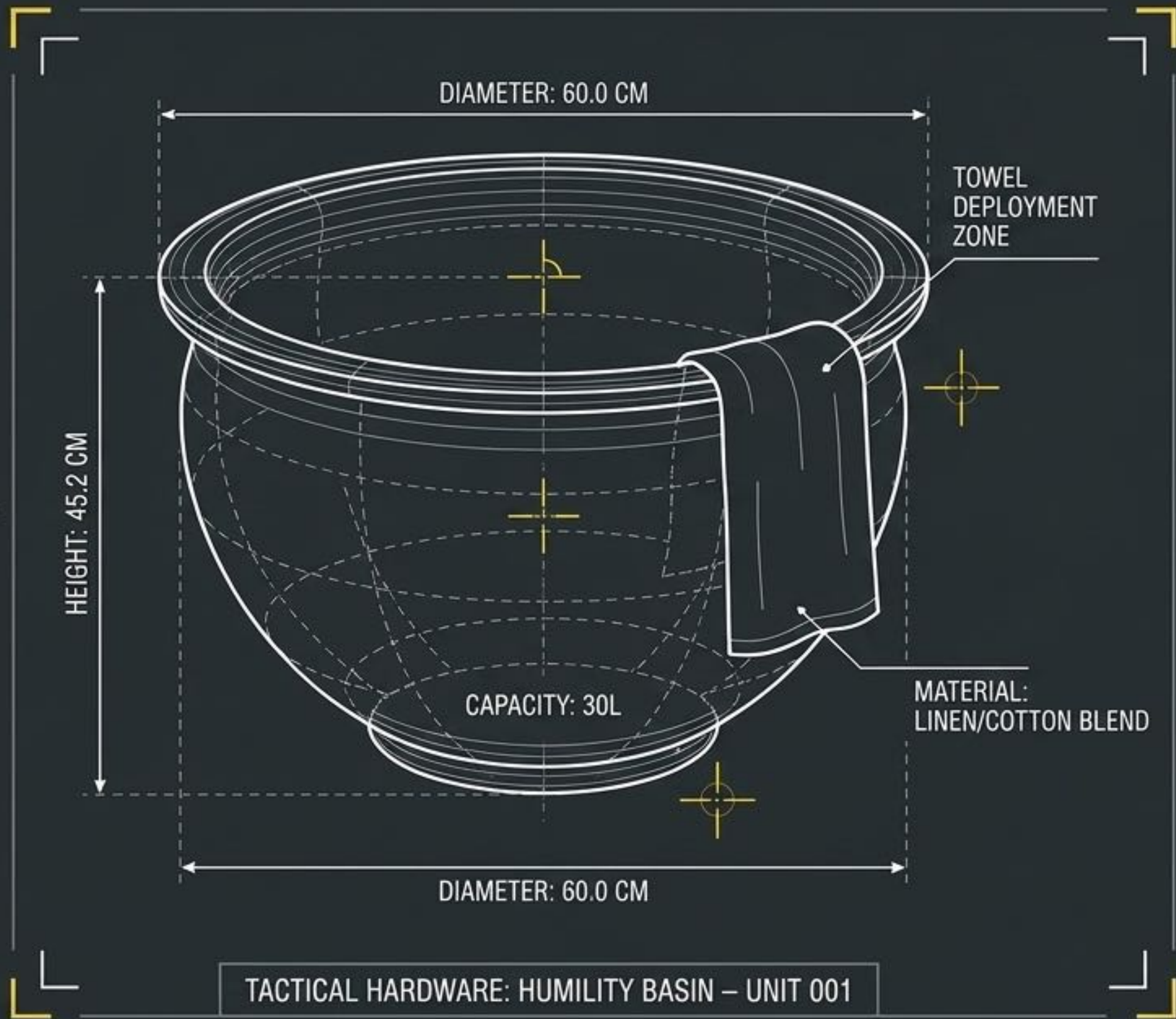
DAFFODIL

The specific
people-category
you were born
to serve.

D2X

The High Impact Zone

THE TRAP: Serving faithfully outside your D2X causes exhaustion and actively boxes out the person actually built for that role.



THE DIAPER CHANGER & THE TOWEL

THE PRINCIPLE: Position is the prerequisite for foot-washing, not the exemption from it. Christ washed feet knowing He had full authority.

THE DIAPER CHANGER: The task beneath your position that you've quietly decided is beneath you. The job nobody is built for that still has to be done.

TACTICAL ACTION: Do the unglamorous task this week. Do it without announcing it. No sigh, no collection of credit.

FOLLOWER'S INTERESTS

LEADER'S INTERESTS

LEADER'S INTERESTS

THE STANDARD:

Look not only to his own interests, but also to the interests of others.
(Philippians 2:4)

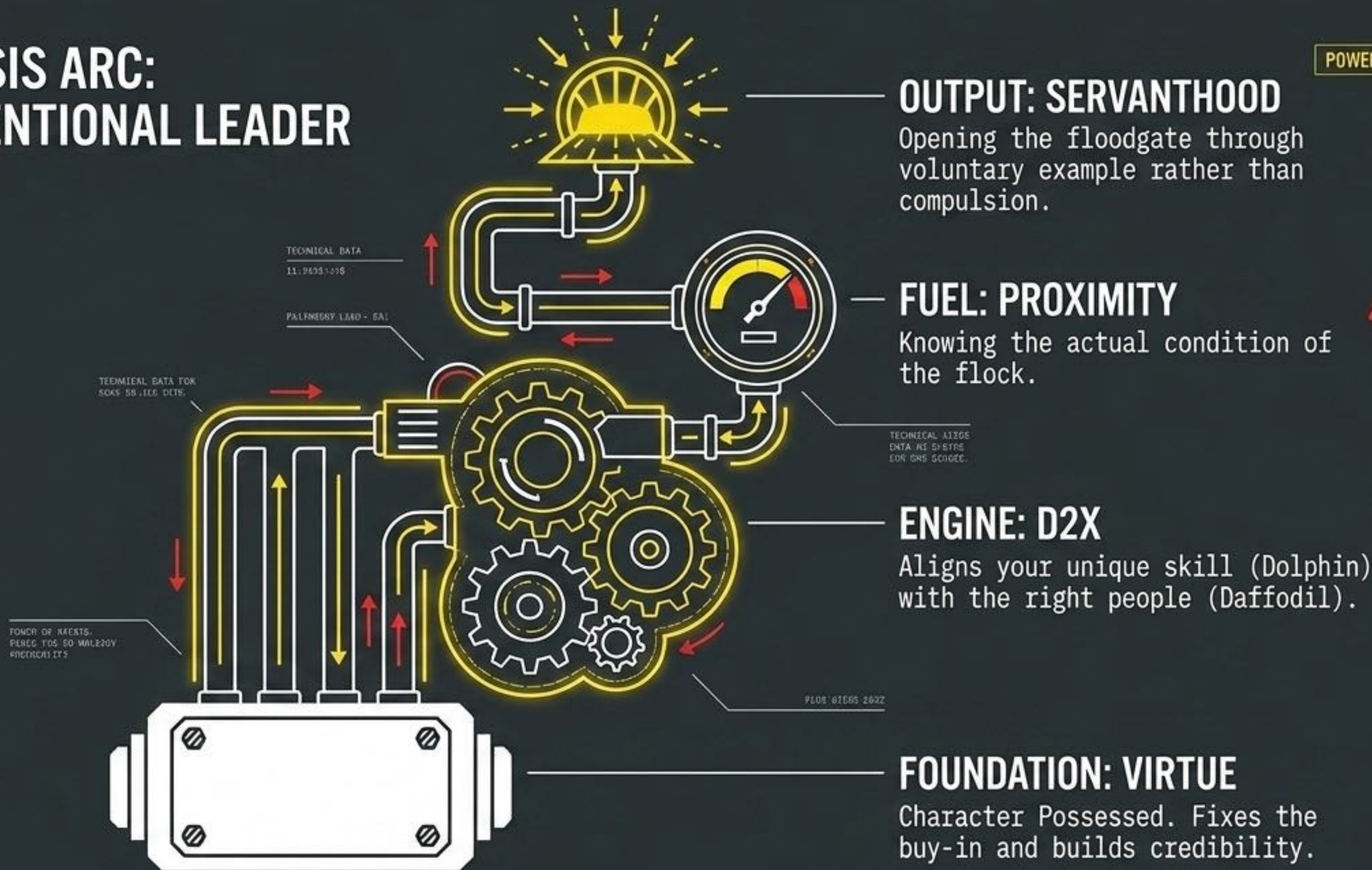
THE REALITY:

Selfish ambition in capable men rarely looks like villainy; it looks like efficiency.

THE DIAGNOSTIC CHECK:

Whose interests have been competing with yours lately? (Your schedule vs. their development; your need to be finished vs. their need to be heard). Who has been winning the streak?

SYNTHESIS ARC: THE INTENTIONAL LEADER



**MANDATE: ONE MOVE.
BEFORE NEXT FRIDAY.**



1. ONE NAME

Not a category (my team). An actual human being in your orbit.



2. ONE ACT

Not a philosophy (be more present). A specific, physical deed.



3. ONE DAY

Not sometime. A hard date on the calendar.

VAGUE INTENTIONS

~~I need to communicate more
with my team.~~

~~I should be a better dad.~~

~~I will serve the crew better.~~

TACTICAL ACTS

Tell Marcus on Tuesday morning exactly what I think of his work, leading with the good parts.

Apologize to my son on Thursday morning for losing my temper, phone left in the truck.

Do the Saturday setup completely by myself and tell no one.

You are already leading someone. The only open question is whether the influence you are already spending gets aimed on purpose.

Leadership is not a title. It is a daily decision made toward the people standing right in front of you.

CALL TO ACTION: GO MAKE YOUR ONE MOVE.



Whoever would be great among you must be your servant. (Matthew 20:26)