

Why Your Team Isn't Telling You the Truth (And What It's Costing You)

The Challenger Leader's Guide to Turning Intensity Into Influence

THE COST OF SILENCE

You've built your success on decisiveness, focus, and control. But lately, it feels like your team is lagging behind you.

They hesitate. They don't offer ideas.

And the most frustrating part?

You know they're holding back—but no one will tell you why.

Here's the truth:

Your intensity might be creating silence.

Not because you're wrong—

But because your presence has weight. And it's unintentional pressure.

THE SIGNS IT'S HAPPENING

Check yourself against these patterns:

- You're the one solving most problems.
 - Your team gives polite nods, not real pushback.
 - You feel the distance—but can't quite name it.
 - You hear "we're fine"... and know you're not.
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THE SHIFT: PRESENCE OVER PRESSURE

Here's how to shift the dynamic without softening your edge:

1. Create friction that fuels, not frightens.

Your challenge should sharpen your team—not shut them down. Ask:

“What’s your angle on this?”

“Where do you think I’m missing something?”

2. Let go of the need to always be right.

Your power comes from clarity, not control.

The more space you give, the more they’ll step up.

3. Watch your face, energy and attitude.

- Your expression might be saying, “This better be good,” before anyone speaks.
 - Practice neutral curiosity.
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THIS IS WHAT I DO

I work with high-level leaders who know they’re sharp—but want to stop repelling the very people they’re trying to lead.

We don’t water you down.

We reframe your strength so it lands.

If you're ready to lead with influence instead of pressure, let's talk.

 [Book a Chemistry Call](#)