



WEEK 10

WORKBOOK

LEADERSHIP THAT
LIFTS OTHERS

“Leaders don't create followers, they create
more leaders.”

Hey Champ

Leadership isn't about being the loudest voice or having the captain's armband.

I learned this the hard way.

Early in my career, I thought being a leader meant being the best player and telling everyone else what to do. I'd get frustrated when teammates didn't match my intensity. I'd criticize mistakes instead of encouraging effort.

Then a teammate pulled me aside: "Cailie, you're talented, but you make people feel small. That's not leadership - that's ego."

Ouch. But she was right.

Real leadership isn't about making yourself look good - it's about making everyone around you better. It's being the person teammates trust in tough moments, not the person they avoid.

I started studying great leaders. I noticed they had something in common: they lifted people. They saw potential in others before those people saw it in themselves.

My approach changed. Instead of criticizing mistakes, I started encouraging efforts. Instead of demanding they match my intensity, I started asking how I could help them find theirs.

And you know what? People started following me - not because I demanded it, but because they wanted to.

This week, we're exploring what real leadership looks like.

Let's learn to lead by lifting.



Cailie

Leadership = Influence + Integrity + Service



Tim Duncan - Quiet Greatness

In the loud, high-stakes world of professional basketball, leadership is often measured by the volume of a voice or the height of a celebration. But for nineteen years in San Antonio, greatness looked different. It looked like Tim Duncan.

Tim didn't scream. He didn't pound his chest or look for the camera. He simply showed up. His leadership wasn't a performance; it was a promise. His teammates knew that before the sun came up, Tim was already in the gym, and before the lights went out, he was the last one to leave. His philosophy was simple: "Lead by example, not by volume." He believed that you couldn't hold anyone to a standard that you weren't willing to meet yourself.

The true power of his leadership was felt in the "Lift." When a rookie missed a crucial defensive assignment, Tim didn't bark at them in front of thousands of fans. Instead, he would wait for a quiet moment, pull them aside, and turn a mistake into a masterclass. He protected their confidence while sharpening their skills. When the veterans on the team were exhausted, he didn't give a locker-room speech; he simply played harder, delivering a relentless work ethic that forced everyone else to find their second wind.

The result of this "Quiet Greatness" wasn't just found in the record books, though five NBA championships across fifteen years speak for themselves. The true result was the culture.

Teammates who joined the Spurs often walked away saying the same thing: Tim Duncan didn't just make them better players - he made them better people. He proved that the strongest foundation isn't the loudest one; it's the one that never moves, no matter how much pressure is applied.



Show up every day, do your job excellently, and hold everyone to the same standard - including yourself"

"Lead by example, not by volume."

Core Lesson: Servant Leadership

What Is Servant Leadership?:

Servant leadership means:

- Putting team's needs above your ego
- Making others better through your presence
- Leading by example, not just words
- Serving teammates, not dominating them
- Building trust through consistency

Leadership Styles:

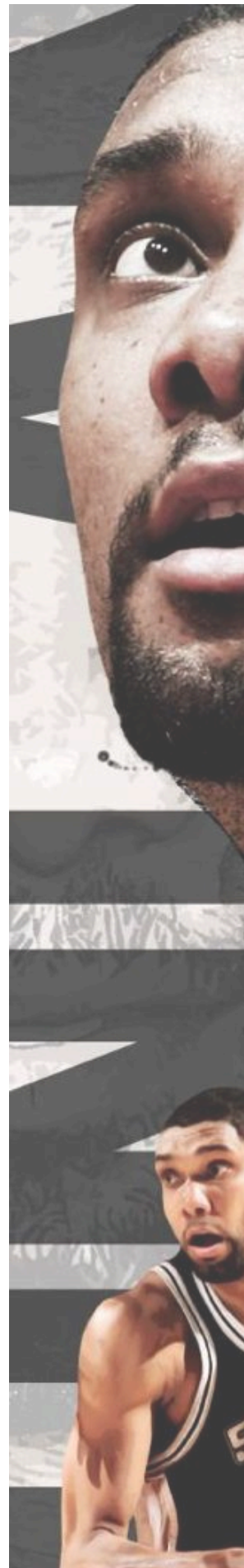
Which describes you best?

- The Vocal Leader: Communicates constantly, motivates with words
- The Example Leader: Leads through actions and work ethic
- The Connector: Brings people together, builds relationships
- The Challenger: Pushes teammates to be their best
- The Servant: Focuses on what team need

Leadership Styles:

True Leadership Qualities:

- Consistency - Same person every day
- Accountability - Holds self to highest standard first
- Encouragement - Builds teammates up
- Humility - Gives credit, takes responsibility
- Trust - Teammates believe in you



Leadership in Action:



1

First to arrive, last to leave

2

Encouraging during tough practices

3

Helping with equipment/cleanup

4

Admitting your own mistakes

5

Celebrating others' success

Leadership = Influence + Integrity + Service

PRACTICAL TOOLS

Leadership Self-Assessment: Rate yourself honestly (1-10)

- Leading by example in training: ____/10
- Encouraging struggling teammates: ____/10
- Staying positive during tough times: ____/10
- Holding myself accountable first: ____/10
- Making teammates feel valued: ____/10
- Communicating effectively: ____/10

The 3 C's of Leadership:

- Consistency: Same high standard daily
- Communication: Clear, honest, encouraging
- Care: Genuinely invested in others' success

“

"Tim Duncan proved that the strongest leaders don't have to bark to be heard. Leadership is simply being the most trustworthy person in the room so that others feel safe enough to follow your lead. This week, look for 'Quiet Moments' where you can lift a teammate up without needing the credit."

-CAILIE DEN BAKKER



Leadership = Influence + Integrity + Service

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DAILY JOURNAL

Write down your thoughts on how today was for you.
write down your goals for tomorrow in the block below.

GOAL

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- **Prevalence** – the proportion of people in a population who have a disease at a particular point in time
- **Incidence** – the number of new cases of a disease in a population over a period of time
- **Prevalence** = **Incidence** x **Duration**
- **Prevalence** = **Incidence** x **Survival**
- **Prevalence** = **Incidence** x **Life expectancy**
- **Prevalence** = **Incidence** x **Age**

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Be
Strong
in the
Lord
- Ephesians 6:10

CHAMPION MINDSET
WITH
CAILIE DEN BAKKER