

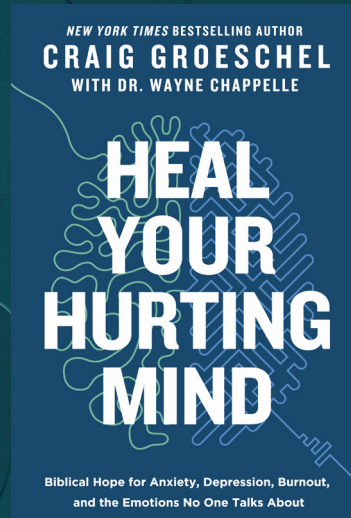
CRAIG GROESCHEL

MOST LEADERS SEE **EVENTS**;
THE BEST LEADERS SEE
PATTERNS.

A PATTERN IS **REPEATED
BEHAVIOR** THAT CREATES
PREDICTABLE RESULTS.

1. PATTERN RECOGNITION

Leadership maturity
isn't measured by **what
you know**, but by **what
you notice**.



THE FOUR MOVES OF **INTENTIONAL LEADERSHIP**

1. Pattern recognition.
2. Pattern disruption.
3. Pattern creation.
4. Pattern reinforcement.

The **potential** of your
leadership is determined
by what **you're able to
see** that **others miss**.

Three Questions to **Recognize the Patterns**

1. What keeps repeating?
2. What's consistently missing?
3. What tension keeps resurfacing?

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2. PATTERN DISRUPTION

If you don't like the **outcome**, change the **pattern**.

Different starts **now**.

3. PATTERN CREATION

Great cultures don't happen **by accident**; they happen **by design**.

4. PATTERN REINFORCEMENT

1. **Be clear** on what you **expect**.
2. **Celebrate** it when you **see it**.
3. **Correct** it when you **don't**.

The **patterns** weren't just **shaping the organization** I led; they were **shaping the person** I was becoming.