



## **Are you leading or “doing”?**

**3 simple shifts to identify the  
“Doing Trap” and reclaim your  
leadership focus**

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## 1. Strengthening Leadership

**Notice:** The urge to “jump in” or “fix” a clinical or task-based problem.

**Ask:** “Am I doing this because it’s a priority or because my brain is seeking comfort of a familiar task?”

**Insight:** Defaulting to “doing” is often a coping strategy to reduce our own **cognitive load**.

**Shift:** Pause for 10 seconds. Replace the answer with a coaching question: “What have you done so far?”

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## 2. Empowering the Team

**Notice:** When you become the problem-solver for every challenge your team encounters.

**Ask:** *“Am I solving this to be helpful or am I creating a bottleneck for the future?”*

**Insight:** Stepping in feels supportive, but it unintentionally removes autonomy and slows growth.

**Shift:** Ask *“What do you need from me to lead this yourself?”* and *“Who else could support you?”*

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### 3. Protecting your Wellbeing

**Notice:** Feeling “wired and tired” or being on “autopilot” after back-to-back meetings or during a full day.

**Ask:** *“Is how I’m feeling allowing me to lead with intention and self-awareness?”*

**Insight:** Without a reset, your cognitive capacity drops, leading to a **slow leak in leadership confidence.**

**Shift:** Take a 5 minute “transition ritual” - a short walk, a cuppa, or a brief connection with a peer to reset your energy.

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