

Level Up

GUIDE

THE

MORE & LESS QUESTION

W/JOHN BARRETT

LEVEL UP



SESSION SUMMARY:

In this leadership-focused sermon, John Barrett emphasizes the importance of leaders connecting with their team members beyond just tactical interactions. He introduces the "more and less" questions that leaders should regularly ask their team members: "What do you need more from me?" and "What do you need less from me?" Barrett argues that these questions are essential for working on the relationship between leaders and their teams, rather than just working within it. He stresses the need for leaders to create a safe space for team members to provide honest feedback and to take action on that feedback to improve their leadership and team dynamics.

GROUP QUESTIONS:

1. How do you currently connect with your team members beyond tactical discussions?
2. Can you share an experience where asking for feedback made a significant difference in your leadership?
3. What might be some challenges in asking your team what they need more or less from you?
4. How can we ensure that feedback conversations are safe and productive?
5. What are some ways to balance the need for autonomy with the need for guidance in a team setting?
6. How can we hold ourselves accountable for acting on the feedback we receive?
7. In what ways can we foster a culture of open feedback within our teams?
8. How can we apply the "more and less" questions to our personal growth and relationships everywhere in the organization?

APPLICATION:

This week, challenge yourself to connect with at least one team member and ask them the "more and less" questions. Take note of their responses and create a plan to address their feedback. Reflect on how this exercise impacts your relationship and the team's dynamics.