

CHOOSE TO LEAD

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Bianca Juárez Olthoff understands the power of words and is known to wield them wisely. As a pastor and author in ministry for more than 20 years, her leadership has allowed her to reach people all over the world. As the founder of *In The Name of Love*, she is committed to serving the incarcerated. Describing herself as a Jesus-loving MexiRican, you can experience Olthoff's passion in her best-selling book, *Play with Fire* and her most recent book, *How to Have Your Life Not Suck*.

When the opportunity to lead comes our way, we all respond differently. While some of us eagerly embrace the call to lead, others require a little convincing. In fact, many leaders have feelings of being unqualified, not enough, and that they will soon be “found out.” Through her own story and experience as a leader, Bianca Juárez Olthoff will help us quiet the voices of negativity in our lives, embrace our roles as leaders, and lead more boldly in our arena of influence.

Name the Inner Voice

Olthoff talks about her “inner saboteur,” the inner voice that whispers to her, “You don’t belong here.” *Harvard Business Review* defines “impostor syndrome” as “feelings of inadequacy that persists despite evident success; a sense of intellectual fraudulence.” As a team, take time to discuss the following:

- In what ways have you experienced impostor syndrome, or an “inner saboteur” in your life and leadership?
- How did it affect your behavior—your attitude and your actions?

Saying Yes to Lead Even When Feeling Unqualified

Olthoff talks about being chosen last and feeling unqualified. As a team, share a time when you have felt like you were unqualified or chosen last.

Take some time to personally reflect on *what* you are missing out on and *who* we are missing out on impacting by not saying YES to leadership. Note below the answers to these questions:

- Where in your life might you be hesitating to lead?
- What might you be missing out on?
- Who might you be missing out on impacting?

When Crisis Comes, Lead

When was a time you found yourself facing a crisis that seemed beyond your capability, competency, or commitment?

How did you respond, and what was the outcome?

Take time as a team to talk about these times.

When It's an Inconvenient Place, Lead

Olthoff says that embracing being chosen leads to us identify ourselves as leaders, and that new identity can move us to action. List some ways below you have embraced an identity as a leader to move someone to action?

Call Up and Call Out Reluctant Leaders

In the space below, write down the names of some possible "reluctant leaders" in your sphere of influence.

As a team, brainstorm ways that a leader can encourage and challenge a reluctant leader to lead?

Act

What is the ONE action step you will take from this talk, and when will you take it?