

The 9 Fears That Keep Leaders Stuck And the 9 Spiritual Conversations That Set Them free

(Intro Video) Chris McAlister wrote [The 3% Shift](#) that summarized Leadership as Identity, Mission, and Culture with three corresponding management fears (exposure, failure, and loss of control) – recommended reading that I enjoyed and highlighted.

I've expanded those to nine fears in the same three categories and shared a paragraph elaborating on how Father heals those fears with routine Conversations in the Council from [Sonship, Ascension, and Reformation](#).

The failure point of personal growth, management, coaching, consulting, and counseling is distilling the fix into a recipe and teaching it. It can remedy an immediate problem and seem very relevant to our need, alleviating the current crisis. The problem is you have to go back to the recipe dispenser for every other issue that comes up. It's transactional and intellectual, instead of relational, spiritual, and transformational. The transformation Father is looking for is from servant to son.

Lasting change becomes self-sustaining when we tap into a relationship with God's *Living Words*. Those are spiritual experiences in the Council that allow sons to bring Heaven to Earth from nine conversations / impartations. We get on the same page with God: we engage at a heart level with His purpose, and He engages with us in the form of "Greater Works."

We want a smart staff with talent, experience, and communication skills – all good. We're just adding the metric for sonship. What can I bring back from Heaven that God can do? How does our vision play into Father's Isa 61 Reformation of People, Businesses, Cities, and Nations? How do I as a Son?

We can't fake our way through those questions with human wisdom. It takes a conversation in the Council; a lifestyle of Sons and Daughters having those conversations routinely. The sooner we get out of our own head, ascend to the Council, and get to know the hearts of Father, Jesus, and the 7 Spirits, the sooner we will meet our true self and learn our real purpose.



Who Am I? Why Am I Here? (Identity, Story, and Purpose)

#1). Identity — Fear of Exposure

The leader fears being seen as inadequate, incompetent, or fraudulent. This produces image management over impact — conflict avoidance, sycophantic teams, servant mentalities, and decisions made to protect reputation rather than advance mission.

Council solution: Father speaks to our Identity — specifically, into your name, your wiring, your design as an appointed son and Solutionary. Father is repopulating His Council with chosen sons and daughters all creation has been waiting for (Rom 8:19). A leader who has heard Father's living words over who he is doesn't need the room's approval to feel secure. The validation fear dissolves not through confidence-building but through encounter. You cannot perform or inform your way into that security, and you cannot lose it through a bad quarter.

#2). Story — Fear of Disqualification

Past failures, wrong turns, and visible mistakes convince leaders they are permanently behind — too damaged, too late, too compromised to lead with authority. History becomes accusation.

Council solution: Jesus redeems our story. Every failure, detour, and trainwreck gets converted into destiny — raw material for a leader whose brokenness has been redeemed rather than concealed. A leader whose story belongs to Jesus leads from hard-won wisdom rather than managed appearances. The disqualification fear loses its grip when the past is no longer evidence against you.

A redeemed story produces *energy and enthusiasm*, not just relief from fears and accusation. Leaders whose story has been redeemed don't just stop being paralyzed — they become compelling.

#3). Purpose — Fear of Insignificance

Leaders fear that what they're doing doesn't matter — that the work is small, going nowhere, the mission forgettable, the legacy is laughable. This produces either grandiose overreach or quiet disengagement.

Council solution: Holy Spirit reveals Purpose — the specific intersection of Father's heart and the assignment in your heart. A leader who carries a purpose received from Father rather than invented from ambition is freed from insignificance. When you know you're doing what Father is doing, the size of the platform becomes irrelevant. Significance is not found — it is given and engaged in.

Mission – How Do We Do This? (Strategy, Tactics, and Heritage)

#4). Strategy — Fear of Being Wrong

Leaders fear making the wrong call — choosing the wrong market, the wrong product, the wrong direction. This produces analysis paralysis, endless consensus-seeking, and decisions made by committee to spread the blame.

Council solution: The Spirit of Wisdom shows strategy — specific, purpose-rooted direction that comes from the Light of the world rather than from market research alone. A son who has seen the strategy from Wisdom leads with conviction, not certainty — trusting that the direction came from a source that can see further than any consultant. Being wrong stops being terminal when you know how to return to the Council for a correction.

#5). Tactics — Fear of Falling Behind

Leaders fear irrelevance — that competitors are faster, that the market is moving too quickly, that their organization will always be one step behind. This produces reactive pivoting, innovation theater, and exhausting trend-chasing.

Council solution: The Spirit of Understanding shows tactics — specific next moves that open doors no amount of competitive benchmarking would surface. A son operating from Understanding brings creativity and initiative to execution that is not borrowed from industry trends but downloaded from the One who holds the market. Living words release initiative. Sons don't chase — they pioneer.

Sons have the keys to bind and loose on earth what is true in Heaven (Mt 16:19), and the authority to open what no man can shut (Isa 22:22). The fear of falling behind is answered not just by Heaven's intelligence but by Heaven's authority to open doors competitors can't access.

#6). Heritage — Fear of Shortsightedness

Leaders fear making decisions today that will damage tomorrow — leaving a diminished legacy, missing the long arc, sacrificing the future for the present quarter.

Council solution: The Spirit of Counsel shows Heritage — the forward view of where purpose is headed across years and decades. A leader who can see the inheritance makes patient, compounding decisions rather than reactive ones. The long view changes the short decisions. Heritage-informed leadership builds things that outlast the leader.

The legacy fear isn't just about building things that outlast the leader — For Sons, *Storing Treasures in Heaven*, is a reference to mentoring son and daughters into God's Kingdom purpose in His business right now. That reframes shortsightedness entirely. A Heritage-minded leader isn't just thinking in decades — he's thinking in eternity.

Where Does this Lead? Who's Going With Me? (Courage, Clarity, and Culture)

#7). Courage — Fear of Loss

Leaders fear failure, loss, and the setbacks that come with bold moves — so they hedge, under-commit, and play not-to-lose rather than playing to win. Every obstacle and accusation becomes a reason to pull back.

Council solution: The Spirit of Might shows sons how to defeat strongholds and accusations in the Courts of Heaven — *I have given you authority to trample on snakes and scorpions and to overcome all the power of the enemy* (Lu 10:19). The obstacles that paralyze other leaders are not verdicts for a son who knows how to take accusations to the cross and replace them with decrees. Loss doesn't end the story — it becomes the next case to bring before the Court. A leader who operates from this authority stops hedging and starts advancing, because the legal ground beneath the mission has already been secured.

#8). Clarity — Fear of Complexity

Leaders fear that the moving parts are too many, the environment too ambiguous, the variables too interconnected to navigate with confidence. This produces paralysis dressed as analysis, and leaders who are perpetually preparing but never deciding.

Council solution: The Spirit of Knowledge shows how purpose integrates with the larger Reformation — the specific lane, the specific assignment, the specific role in what Father is building. Clarity simplifies. A son who knows exactly where he fits in Father's larger story stops being overwhelmed by complexity and starts converting living words into greater works. Living Words lift the fog, and the mission is specific, engaging, and actionable.

#9). Culture — Fear of Losing Control

Leaders fear that without their constant presence and oversight, the culture will drift, the values will erode, and the organization will fragment. This produces micromanagement, servant cultures of compliance, and organizations that stall when the leader leaves the room.

Council solution: The Spirit of Fear of the Lord is where Culture lives — and when two or three gather in His name, He is there. The atmosphere is not manufactured by the leader; it is carried by sons who have been in His presence. A leader who fathers people into their own Council access builds a culture that doesn't depend on his constant oversight to hold together. Ecclesia at work means people gathered around Kingdom purpose — not inspired by the leader's vision to fuel their own ambition, but genuinely united around what Father is doing. That culture sustains itself because the source is in the room even when the leader isn't.

Take the Next Step:

Progression to Sonship – Your Kingdom purpose and redemptive stories form the basis for your personal identity, purpose, value creation, and your business offer. Becoming your authentic self is the Father’s non-religious key to flow and fruit in business and life. We offer practical and prophetic coaching to help you get there, flowing with your Father (co-laboring) instead of fighting circumstances and resistance alone. *Is this You?*

Read [the book](#) and Zoom with John for an overview of our process in [Kingdom Business Coaching](#).

Explainer Video – <https://youtu.be/k-jmiKK7gT0>

