

Module 1: The Mindset Shift

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Highlights from the Mindset Shift

- Shift from a victim mindset to a leadership mindset.
- Leadership begins with how you think and respond daily.
- Consistent actions build respect and trust.
- Ownership of your choices creates influence.
- Your mindset sets the foundation for leadership growth.

Reflection

Which mindset shift do you most need to focus on right now—and why?

Lesson 1: Why Following Comes Before Leading

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Summary: Leadership begins with followership—discipline, respect, and reliability are learned first as a follower.

Reflection Prompts

What does being a good follower mean to you?

How has following well helped your crew succeed?

Jobsite Application

Think of a recent instruction you received. How did you respond, and what impact did it have on the team?

Action Item (This Week)

- ☐ Follow all instructions fully before suggesting alternatives
- ☐ Show up prepared and ready to follow leadership
- ☐ Support a teammate without being told
- ☐ Other:

Lesson 2 – The #1 Thing Every Leader Needs



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Summary: Trust is the foundation of leadership—without it, no leader can effectively influence others.

Reflection Prompts

What does trust look like on a jobsite?

What actions build trust the fastest?

Peer Discussion

With a peer, discuss: How workers can quickly lose trust and how they can regain it.

Action Item (This Week)

- ☐ Follow through on every commitment you make
- ☐ Admit and own up to one mistake immediately
- ☐ Ask a peer what builds trust in you
- ☐ Other:

Lesson 3: Humility & The Key to Career Acceleration

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Summary: Humility builds credibility and opens doors for leadership opportunities—without humility, growth stalls.

Reflection Prompts

Why is humility often misunderstood in construction?

How does humility help accelerate your career?

Case Study

Consider a worker who admits mistakes quickly versus one who hides them. Who will grow faster and why?

Action Item (This Week)

- ☐ Admit one mistake and share what you learned
- ☐ Ask a question instead of pretending to know
- ☐ Give credit to a teammate publicly
- ☐ Other:

Lesson 4: The Right Way to Follow & Earn Respect



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Summary: Respect is earned daily through consistent behavior, positive attitude, and reliability on the crew.

Reflection Prompts

What behaviors earn respect the fastest on a crew?

What behaviors destroy respect quickly?

Jobsite Journaling

Write one way you will show respect to your crew this week and what outcome you expect.

Closing Commitment

☐ I commit to practicing respect daily

Other: _____

Module Wrap-Up

Peer Ranking Grid

Name	Strengths	Growth Areas	Rank (1-5)

Notes / Journaling:

Weekly Leadership Action Plan

- ☐ Apply one new skill from this module
- ☐ Ask for feedback from a peer or foreman
- ☐ Practice humility and respect daily
- ☐ Other:

Appendix – Mindset Checklist

- ☐ I replace complaints with solutions
- ☐ I take ownership instead of making excuses
- ☐ I support my team proactively
- ☐ I practice humility and learn from mistakes
- ☐ I show consistency in effort and reliability
- ☐ Other: