

QUOTES, QUIBBLE, QUESTION

61ST EDITION

FROM
THE
COACHING
GUY

WELCOME

This week we focus on making mistakes and taking ownership to resolve them.

Leaders often grapple with the fear that admitting mistakes might weaken their authority or diminish their team's respect. However, the reality is often the opposite, when handled correctly, owning up to errors can enhance trust, foster collaboration, and drive progress.

I'll explore this common thought process "If I admit I made a mistake, won't I lose credibility with my team?"

QUOTES

"Leadership and learning are indispensable to each other." – [John F. Kennedy](#)

"The greatest leader is not necessarily the one who does the greatest things. They are the ones that get people to do the greatest things." – [Ronald Reagan](#)

"The measure of intelligence is the ability to change." – [Albert Einstein](#)

"Success is not final, failure is not fatal: it is the courage to continue that counts." – [Winston Churchill](#)

QUIBBLE

The common quibble “If I admit I made a mistake, won’t I lose credibility with my team?” needs further exposure. Effective leaders know when to persist and when to pivot. While decisiveness is valuable, doubling down on a mistake out of fear of losing face can have long-term consequences for both trust and results. Admitting errors and leveraging team input showcases strength, not weakness.

Let’s get into how with a few simple tweaks you can own and lead different

Why do leaders fear admitting mistakes?

Leaders often feel that acknowledging mistakes exposes vulnerability, which could be mistaken for incompetence.

Many leaders believe they must project infallibility to inspire confidence.

In some environments, mistakes are stigmatized rather than seen as learning opportunities.

Reframing mistake-admission as a strength

Acknowledging fallibility makes leaders relatable and human.

Taking responsibility builds trust and shows commitment to ethical leadership.

Correcting course reflects a growth mindset and resilience.

By addressing mistakes openly, leaders model the behaviour they want from their teams, honesty, ownership, and continuous improvement.

How to identify situations where mistakes may have been made

Has a decision led to results that deviate significantly from expectations?

Are team members voicing concerns, hesitating to engage, or displaying low morale?

Is there a persistent feeling of unease about a past decision or action?

Questions to ask yourself as a leader

What effect might my mistake have on the team’s performance or morale if left unaddressed?

Is avoiding acknowledgment likely to erode my team’s trust over time?

How can admitting this mistake serve as a teachable moment for me and my team?

What specific action can I take to correct the course and demonstrate accountability?

Action Plan - How to admit a mistake without losing credibility

Step 1: Acknowledge Clearly and Specifically

Step 2: Emphasize the Learning

Step 3: Invite Collaboration

Step 4: Commit to Action

Anticipate and address potential responses

Build credibility by consistently demonstrating accountability over time.

Many team members will appreciate the honesty and renewed clarity.

Openly tackling mistakes can inspire the team to adopt a similar growth mindset.

Leaders lose credibility not when they admit mistakes, but when they ignore them or refuse to act. The ability to identify, own, and correct errors shows strength, builds trust, and sets a powerful example.

This week, identify one decision or assumption that might warrant revisiting. Ask your team for feedback, reflect on its impact, and take proactive steps to course-correct if needed. Trust grows from transparency—and so does leadership success.

Q U E S T I O N

“What is one assumption or decision I might need to challenge today to lead more authentically and effectively tomorrow?”

Curious how I can help you? Then book a free consultation, link in my bio. Or if you like my content and want this sent straight to your inbox every Monday, subscribe to my newsletter by visiting www.thecoachingguy.co.uk

T H A N K S

For reading this week’s newsletter.

If you have other subjects that you would like to hear about, drop me an email at

matt@thecoachingguy.co.uk