**Developing into a Mature Leader**



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Introduction

**Developing into a mature individual and a good leader are always challenging.**

 **Today, it may be more so than ever before:** The modern business world asks for [quick reactions and quick solutions](https://www.inc.com/adam-fridman/4-reasons-speed-is-everything-in-business.html). On the other hand, the maturity that needs to be reflected in your mindset and actions takes time and endurance. The process may be challenging. But the results of growing into a stable, seasoned leader are always notable and beneficial both on an individual and organizational basis. Here are 8 reliable signs of a mature leader:

1. **A Mature Leader is Created, Not Born:**

 The idea that leaders are made, not born is based on the idea that leaders can develop skills and behaviors that make them suited for the role, regardless of their natural traits. Research suggests that leadership is about one-third born and two-thirds made. Some skills that contribute to leadership are innate, such as integrity, compassion, a positive attitude, and a desire to learn and grow. Other skills can be developed through experiences, self-development, and training. These skills include self-awareness and regulation, self-motivation, social skills, and empathy.

**What does these 5 skills mean and how can we apply them to our life.**

1. Self-awareness and
2. Regulation,
3. Self-motivation,
4. Social skills:
5. Empathy
6. **Self-awareness is the ability to**: [Perceive and understand the things that make you who you are as an individual, including your personality, actions, values, beliefs, emotions, and thoughts](https://www.bing.com/ck/a?!&&p=8d31621de43b8512JmltdHM9MTcyNDcxNjgwMCZpZ3VpZD0zZTA5NDNmZi1hZTdiLTYzOTQtMDVkYS01MWE1YWYxOTYyMTMmaW5zaWQ9NTgyMg&ptn=3&ver=2&hsh=3&fclid=3e0943ff-ae7b-6394-05da-51a5af196213&psq=1.+Self-awareness&u=a1aHR0cHM6Ly93d3cudmVyeXdlbGxtaW5kLmNvbS93aGF0LWlzLXNlbGYtYXdhcmVuZXNzLTI3OTUwMjM&ntb=1). Focus on yourself and evaluate how your actions, thoughts, or emotion align with your internal standards. [Recognize your strengths and weaknesses](https://www.bing.com/ck/a?!&&p=dc61301a2d0b4128JmltdHM9MTcyNDcxNjgwMCZpZ3VpZD0zZTA5NDNmZi1hZTdiLTYzOTQtMDVkYS01MWE1YWYxOTYyMTMmaW5zaWQ9NTgyNg&ptn=3&ver=2&hsh=3&fclid=3e0943ff-ae7b-6394-05da-51a5af196213&psq=1.+Self-awareness&u=a1aHR0cHM6Ly93d3cuc2NpZW5jZW9mcGVvcGxlLmNvbS9zZWxmLWF3YXJlbmVzLw&ntb=1). [Have a clear perception of your mental and emotional states](https://www.bing.com/ck/a?!&&p=ed6f19e58b30aa5fJmltdHM9MTcyNDcxNjgwMCZpZ3VpZD0zZTA5NDNmZi1hZTdiLTYzOTQtMDVkYS01MWE1YWYxOTYyMTMmaW5zaWQ9NTgyOA&ptn=3&ver=2&hsh=3&fclid=3e0943ff-ae7b-6394-05da-51a5af196213&psq=1.+Self-awareness&u=a1aHR0cHM6Ly93d3cuaW5kZWVkLmNvbS9jYXJlZXItYWR2aWNlL2NhcmVlci1kZXZlbG9wbWVudC93aGF0LWlzLXNlbGYtYXdhcmVuZXNz&ntb=1)
7. **Regulation** is the management of [complex systems](https://en.wikipedia.org/wiki/Complex_systems) according to a set of rules and trends. In [systems theory](https://en.wikipedia.org/wiki/Systems_theory), these types of rules exist in various fields of [biology](https://en.wikipedia.org/wiki/Biology) and [society](https://en.wikipedia.org/wiki/Society), but the term has slightly different meanings according to context.
8. **Self-motivation** is a valuable skill that enables individuals to drive themselves toward achieving their goals without any external influence. It involves controlling the inner drive and determination that comes from an individual’s values, beliefs, interests, and past experiences of success and accomplishments. Self-motivation skills can also inspire and influence others, by drawing a strong sense of drive and purpose in their life. Scholars and researchers in various fields, including psychology, education, and organizational behavior, have studied the concept of self-motivation over time.
9. **How is a good Social-Emotional Development?** How do people start to understand who they are, what they are feeling, what they expect to receive from others? These concepts are at the heart of their social-emotional wellness. They contribute to a person self-confidence and empathy, their ability to develop meaningful and lasting friendships and partnerships, and their sense of importance and value to those around them. People’s social-emotional development influences all other areas of development: Cognitive, motor, and language development are all greatly affected by how a person feels about themselves and how they are able to express their ideas and emotions.

 Healthy social-emotional development includes the ability to:

* Form and sustain positive relationships
* Experience, manage, and express emotions
* Explore and engage with the environment

 Adult with well-developed social-emotional skills are more likely to be able to:

* Express their ideas and feelings
* Display empathy towards others
* Manage their feelings of frustration and disappointment more easily
* Feel self-confident
* More easily make and develop friendships
* Succeed in the workplace and in church’s

 Social-emotional development provides the foundation for how we feel about ourselves and how we experience others. This foundation begins the day we are born and continues to develop throughout our lifespan.

 The greatest influence on a person’s social-emotional development is the quality of the relationships that he/she develops with their primary parent or parent’s.

 Positive and nurturing early experiences and relationships have a significant impact on a person social-emotional development. They have a lasting influence on how the person feels about him/herself, how he/she thinks and interacts with his/her world, and what he/she comes to expect from others.

 Social skills are the tools that enable people to communicate, learn, ask for help, get needs met in appropriate ways, get along with others, make friends, develop healthy relationships, protect themselves, and in general, be able to interact with the society harmoniously.[[1]](https://en.wikipedia.org/wiki/Social_skills#cite_note-1) Social skills build essential character traits like trustworthiness, respectfulness, responsibility, fairness, caring, and citizenship. These traits help build an internal moral compass, allowing individuals to make good choices in thinking and behavior, resulting in social competence.

1. **Empathy:** The ability to understand and share the feelings of another, is a complex human trait that plays a significant role in interpersonal relationships, moral development, and compassionate action. While the term “empathy” is not explicitly mentioned in the [Bible](https://bibleask.org/what-is-the-bible/), the principles and teachings found within its pages offer profound insights into the importance of compassion and understanding towards others. Let us examine what the [Bible](https://bibleask.org/what-is-the-bible/) has to say about this topic. **Compassion and Love for Others**: At the heart of empathy is a deep sense of compassion and [love](https://bibleask.org/why-is-love-the-theme-of-the-bible/) for others. The [Bible](https://bibleask.org/what-is-the-bible/) repeatedly emphasizes the importance of loving one’s neighbor as oneself and showing kindness and mercy towards those in need.

 **Here are some examples of how leaders can be made:**

1. **Learning from feedback:** For example, a leader might learn that they are stressed when something unexpected happens and they feel out of control. They can then change their behavior to seek out their executives and let them know what they are concerned about.
2. **Being mentored:** Leaders can learn from their environment and develop through time and experience. For example, students can be challenged to be responsible, respect others, strive for excellence, and listen. They can also have the opportunity to be a leader by holding doors for others, helping them carry supplies, and picking up garbage.
3. **When you look at the other leaders, what do you see?**
4. When you look at those you lead do see the whole or just the holes?

 More important than the creation and implementation of systems, routines and procedures, the leader’s primary responsibility is the development of the people around them. The amount of time you devote to the people you serve in addition to the all the necessary logistics and operations is critical.

 All that said, you may find yourself feeling like there are some on your team that you would rather spend more time and energy on vs. others! Perhaps due to our own insecurities, fallibilities or personalities, we gravitate more toward some, and shy away from others. Sometimes this is because they may respond quicker to coaching and feedback. Sometimes it’s because when you talk with them, they just seem to “get it”.

 There are those “others” on your team, however, who are just as critical to the cause. The big question in front of you today is: “Why does working with (insert name) feel like such a struggle?” One reason is due largely in the manner in which you SEE them.

 When you look at the people you support, do you see the whole of the person, or the holes within the person? Over time, we can become conditioned to look at those we serve from a deficit-first perspective.

As the leader of the team, you work to solve problems created and/or nurtured by the adults around you. This is in addition to the role of developer of people. Seeing those you serve in a more asset frame is critical. Take a moment and work through the guiding questions below.

1. Define your working understanding of being “genuine” and “authentic”.
2. Write down the people in your life that have presented the greatest challenge to you.
3. Who have you struggled with the most?
4. What traits and behaviors do they seem to share?
5. When you look at the list you generated, what common thread might you be able to weave through them?
6. Perhaps it’s the way they talked to you, the way they dressed, the manner in which they made decisions?

 Think now about all those you serve. Write down the names of the 8 to10 people you have the most daily/weekly interactions with. Be as specific as possible.

 When you see the people on your list, do you see these traits and characteristics, before you see the person? The goal here is for you to challenge yourself to think deeply about those you serve. To see the common traits within each of those people you find yourself struggling with the most. The key for you as the leader is to remember that we serve whole people who have holes within themselves. (As do we!)

 Seeing the whole of the person first (rather than the holes within the person) will set the tone and tenor for real work and growth to occur.

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 Magnetic assertiveness, expertise in what they do, mental strength, great managerial abilities? The thing you may not be aware of is that every leader was a follower once, and they did their best to learn from the ones who inspired them. A mature leader isn’t born. They are created by their own choice and effort. Always make your time count, surround yourselves with people you can learn from, and never forget that the leader you’ve become has once been someone’s apprentice.

1. **Understand the Power of Co-operation:**

Do you want to recognize a mature leader just by looking at them?

 Pay close attention to how they treat others, from superiors and business partners to employees. A confident leader never shows disrespect, and treasures connections and cooperation. They know they’re nothing but parts of a larger picture. And to accomplish something great, you need to join forces with other professionals. A mature leader doesn’t shy away from conflict. They simply aim to resolve mutual differences in a calm and professional manner.

1. **Giving Credit to Those who Deserve it:**

Taking the credit for other people’s accomplishments and efforts while placing the blame and responsibility on everyone else but themselves, are signs of a leader who hasn’t reached maturity.

 A great leader knows this well: [Giving credit where credit’s due](https://aboutleaders.com/5-ways-show-appreciation-top-performers/#gs.ds5zgj) strengthens the bonds with employees, showing them their hard work will always be respected and awarded.

1. **Preferring Long-term Goals to Quick Fixes:**

Companies and organizations are complex systems. Maintaining them and helping them develop and grow isn’t just about closing the leaking holes and hoping for the best.

 It’s about strategic thinking, consistency in approach, and preferring long-term solutions to quick fixes. A mature leader knows this and always works having an organization’s best interest in mind.

1. **Letting Go of Absolute Control:**

 A leader clinging onto their position often craves power and letting go of complete control over things inspires fear that someone else can show capability that might make them a powerful rival in the workplace.

 A mature leader isn’t falling for the [power](https://aboutleaders.com/leadership-skills-giving-the-power-back/) they have. For them, the more power they get, the greater the responsibility there is on their shoulders. They are always willing to delegate jobs they can’t accomplish on their own if that’s in the best interest of their company, the clients, and the employees.

 Leadership skills and leaders are often viewed in a number of wildly differing ways. Sometimes the very definition of [leadership skills](https://aboutleaders.com/specialized-training-takes-leaders-from-mediocre-to-invaluable/) seems to arch achingly from one set of values to another entirely, depending on whom you speak to, what position they’re in, and what kind of leaders they have encountered in the past. One of the chief things to remember with leadership is that it has a set of stark characteristics that differentiate it from management.

 Too often the two are incorrectly used interchangeably. While there are of course similarities between the two roles, one functions as a set of organizational processes and rules, whereas the other focuses on behaviors, dynamics, and people.

1. **Management Misconceptions:**

A management position often conjures images of power.

 You are given the reigns and the freedom to do what you will, striving for success at all costs. Of course, though, this is a misconception, certainly if you want to manage successfully. And if you want to lead, you’re going to want to turn that image around a full 180 degrees. Whilst the attributes that define management outline it as a series of rules and regulations, enforcing these in a brutal manner is no way to go about achieving success.

 The role is to be people focused and this will require you to motivate and cultivate a productive working atmosphere. As a manager, you are utilizing your ‘power’ to teach, coach, and put processes in place, as well as make it as easy as possible for your people to do their jobs effectively.

1. **Leadership Lessons:**

Similarly, when leadership is confused with [management](https://aboutleaders.com/management-and-supervision-vs-leadership/), it becomes a contrived entity that doesn’t have a place in the system.

 Leaders are seen as part of the system of power, with a leadership role attributed to anybody at the top of the pack, whilst management sits below with all the specialist and operative roles below that. Again, this is a misconception that is actually more detrimental than you may first think.

1. **Power to the People:**

When it comes to the ‘power’ involved with leadership, in truth you’re actually dispensing with authority yourself, and distributing it among your people.

 You’re putting the power in their hands, while simultaneously ensuring their environment is one in which they are able to succeed. Allowing the people, you’re leading to make their own decisions, with you there as guidance, empowers them to take initiative and a proactive step. It increases the likelihood of employees buying-in; it makes your output more unified and focused and creates a stronger overall team. And that’s just in a team capacity. ‘Power’ in terms of leadership for the whole organization emanates in a manner much grander than simply imposing new procedures and actions.

 It is directly related to finding new opportunities, new ground for the company, and pushing the business in new directions. [Leadership is a vision](https://aboutleaders.com/leadership-vision/), and you use the functions at your disposal not to wield power, but to empower, pursue, and progress.

1. **Leadership Skills and Managers:**

Ultimately, neither leadership nor management are about brandishing power about.

 Where leadership is concerned though, it is the direct opposite. You’re actively putting that power into the hands of your people and allowing them to succeed. Keep this in mind as you develop, and always remember what the difference between management and leadership is – [good leadership skills](https://aboutleaders.com/leadership-skills-beyond-the-status-quo/).

1. **Thinking Two Steps Ahead:**

Solving problems is a skill well worth having.

 Preventing the chain of others from happening, however, is a skill worth admiring. How will you recognize a mature leader when it comes to decision-making moments? Mature leaders approach every situation with the same dedication, no matter how big or small.

 They always consider what may happen after, and how to prevent or solve it. Great leaders don’t look over their shoulders. But they’re always [thinking two steps ahead](https://www.e5leader.com/think-ahead-to-stay-ahead/). Which leads us to our next point.Top of Form

Bottom of Form

1. **Think Ahead to Stay Ahead:**

How would you like to be able to get more done without working more?

 This is called working smarter. I can teach you how. I don’t know anyone who wouldn’t enjoy that! If your life is like mine, it’s busier and more tangled than ever. So much to think about, to do and, at times, it’s overwhelming to say the least and harder than ever to get it all done! You have new demands, challenges and opportunities that seem to continually overflow your plate – and you begin to wonder:

 **How am I going to get ahead?**

 Yup, we’re all busy. Yeah, there just isn’t enough time in the day. We all know it: life is hectic. So, this question is more relevant than ever in this busy, bustling world:

* ***Do you have the mental ability to get ahead?***Achieving a mental head start will require two things from you: **direction** (smarter) and **discipline** (do more).

 Both are vital to achieving more without working more. What do inform and disciplined thinking do for you? With a direction in mind, no time is lost on taking a wrong turn and arriving at dead ends or back where you started out in the first place. The map informs you, makes you smarter. With mental discipline, you gain focus to achieve more. Both direction and discipline work hand in hand.

 Informed and disciplined thinking creates not only opportunity, but it also properly aligns your priorities and opens you up for bigger picture thinking. Informed and disciplined thinking makes your time more effective. This enables you to invest more quality time with those you love.

* In short, *what you know and what you believe changes the way you see and interact with people and the world.*

 So, many people walk around with no direction or discipline. They don’t know how to make informed and disciplined choices. Because of this, they interact with the world differently. I tell my wife often, “Honey, I just don’t think people see the world and look at life the way I do!” Have you ever said that? Or thought it? When you think ahead and stay ahead, you’ll be set apart from the others. Cream rises to the top, doesn’t it?

 When you learn to have a sharper mental direction and discipline, you’ll feel set apart, because you have a precious commodity not appreciated as much as it should be. Treasure it and use it as a leader to help others rise to the top, to their greatest potential. Here are a few tools I use to keep myself in mental balance, both in direction and discipline. These are valuable, take note!

Notes:

1. **Ask: Are you working and thinking in your strength zone?**

 Working and thinking in your areas of strength will bring a greater reward and return on your personal investment. Your time and effort will be better spent doing things you are naturally good at. For me, I always weigh my thoughts and actions against my abilities. For instance, I know I’m not gifted in administration, so I delegate in that area and give it minimal attention. Thinking this way opens me up for other opportunities in which I know I’ll be able to excel.

1. **Do: Pick a time to sit – be quiet and think!**

 When do you do your best thinking?

 When I coach people, I always say, “All positive change requires much preparation.” When you’re thirsty, don’t dig the well. Dig it in advance. Thinking is the same way – stay ahead and you will get ahead.

 To transform into the person, you wish to be. May require you a great deal of prayer, focus and thinking. Before a battle, what do the generals do?

* They think.
* They strategize.
* They pray.

 To stay ahead of the action, to strategize and plan and pray, you need to give yourself the time. Sit still and capitalize on the silence!

1. **Know: Your temperament:**

Knowing your temperament gives you the awareness and freedom of knowing how you naturally think.

 For me, this was a huge paradigm shift in thinking. Knowing and understanding behavioral types gave me the ability to **un-emotionalize** situations, communicate more clearly, and lead myself and others with more precision. Developing this understanding will give you the ability to think beyond the surface of people’s words and actions, which will help you use your thoughts and time more efficiently.

 You’ll spend less time wondering why a certain person acts in a certain way or why so-and-so made that comment. I’ll give you a personal example with my children both my sons and daughter. We were having a hard time trying to get through to them, to get them to obey happily or to ask them to be part of the “team” without them throwing a temper tantrum. Their temperament is similar to mine. Because I had the skills to recognize this, I was able to re-adjust our discipline and communication to fit their particular needs. They now listen better, helps more and is a happier part of the family “team” which gives us all more mental peace and satisfaction.

1. **Think: Leverage your thinking through shared communication.**

 Can you leverage your thoughts through shared thinking?

* With whom,
* When,
* Why?

 Some of my best thoughts and life strategies have come as a result of others. Begin sharpening your thoughts by bouncing them off trusted friends who share value and integrity. Their level of thinking may be able to lift your level of thinking up to a new level. Proverbs says it best: “Iron sharpens Iron.” Get out there and sharpen your mental iron.

1. **Filter:**

 Identify and eliminate the thoughts that distract you from producing your fullest mental output:

 If you or someone you love was undergoing a very delicate operation, I’m sure you would want the doctor to be focusing and not distracted by internal troubles and thoughts. We aren’t all surgeons, but we all have priorities that deserve and demand our sharpest mental capacity.

 We all have delicate relationships, opportunities, and dreams in front of us all the time that need focus and full mental attention. Be aware of the things that distract you from what matters most. We have one life and one chance to win – take advantage of it.

1. **Prepare: Be ready for your opportunities:**

I’ve found that all great coaches or leaders were first able to lead themselves well before they lead others.

 Their preparation to lead others was in their self-possessed, organized way of living. Think of it this way: If you don’t know where you are going both in vision and mental application, why would anyone want to follow you?

 People follow leaders that are going somewhere, who are prepared mentally and have the will to win. Do yourself a favor: keep yourself sharp and prepared. Mentally prepare for situations and moments so that you’re better equipped to give your best. Wing it once, people don’t notice. Wing it twice, everyone knows. At your most efficient, you’ll be disciplined, informed, and making a bigger difference without working yourself to the bone. Stay ahead, set yourself apart and *Go and Grow!*

1. **Integrity Unshaken by Flattery or Criticism:**

Integrity, in short, can be defined as the time-tested ability to set clear personal or professional values and act in accordance with them consistently.

 If a leader easily changes their values depending on where the wind blows, it’s a clear sign of insecurity and a lack of maturity. True leaders stand strong, even when faced with flattery. They are willing to take good-willing criticism into account without feeling shaken or undermined. They gladly accept opportunities for personal and professional growth, but never for the sake of being admired or feared by the ones around them.

1. **Still Waters Run Deep:**

There are so many signs that show a mature leader on the spot. But this one is crucial, and no other skill can develop without it.

 Patience is key and a necessary skill to master to grow into a reliable, respectable leader others can look up to. Patience will get you through crises, moments of insecurity, and difficult decisions that need to be made. Patience will help you speak only after you’ve thought things through. It will help you learn how to listen and how to approach others. Not everything can or should come at once. Good things take time to build. In return, they are more durable, more stable, and far more meaningful.

1. **Mature Leadership:**

There is a lot more to a mature leader than experience in the industry, strategic thinking, and ambition.

 Mature leadership is about patience, making meaningful connections, developing a profound understanding of your current position and responsibilities, and thinking ahead. Becoming a mature leader won’t happen overnight. With time and perseverance, if you start working on developing these skills today, you’ll become a leading figure that inspires [trust](https://aboutleaders.com/trust-unity/) and respect.

 Not that long ago, I was speaking with a person in a position of leadership, and we were discussing why a local team was struggling with unity. I asked this person if they understood the foundation of unity within a team. My friend looked at me quizzically and stated that they did not. I shared that there is no unity without trust. My friend agreed, “That’s true, you need to trust the people you, are going to be working with and leading.”

1. **Connections:**

We expanded our conversation by asking, where does trust come from?

 I got a similar response to my prior question, so we discussed that the basis of trust is being able to rely on you to do what you say. For example, if you tell me that you are going to sweep the floor, I should be able to trust that you are going to be able to sweep the floor. If you sweep the floor, as you said you would, I will continue to trust you and will build trust with you. If you do not sweep the floor, as you said you would, I will question whether I can trust you.

 There may be a good reason why you didn’t sweep the floor. But if you did not communicate with me or follow through with what you said you would do at the next time you are able to do so, I will question whether I can trust you. Sweeping the floor is a simple task. But it isn’t as much about the action itself. It’s about connection to what you said you would do. It’s about truth.

 Many organizations want their people to get along and like each other. But it isn’t always achievable. There are many factors that lead to those conditions, some of which leaders, organizations and employees have control over, and many of which they do not.

1. **Respect:**

Respect is something that is achievable, as it is a basic expectation that an organization can train and discipline for and can be a catalyst for successful collaboration.

 I don’t have to like you to respect you. But I do have to respect you in order to work with you in a sustainable fashion. If you work in a manner that is respectful, there is a likelihood that we can grow to like each other around that foundation. Respect comes from truth fleshing out in trust. And as previously outlined, trust comes from truth in action, doing what you said you would do. If I do what I said I would do and you do what you said you would do, we have a functional operation, thus the foundation for respect.

 If everyone is invested in being people who do what they say they will do, then we can build trust and be unified around those values. Simple things like telling the truth and following up on action and being an organization that upholds as well as disciplines around those basic values, are the foundations of developing unity. Jesus said it this way, “If you are faithful in little things, you will be faithful in large ones. But if you are dishonest in little things, you won’t be honest with greater responsibilities.” (Luke 16.10 NLT).

 Seek and hire people who follow up, people who are trustworthy, and who tell the truth. When you have a team full of individuals who are committed to doing what they say they will, they will have the basic ingredients for an organization of people who respect each other, are trustworthy, and can be unified in their collaborative efforts. Conversely, if people don’t follow through, there will be a lack of trust. If you are struggling with unity, this is a symptom of a broader problem.

1. **A Conversation:**

Take a read of this conversation:

* “Have you looked into whether your team members trust each other?” “Yes or No”.
* “Do your team members have good reasons not to trust each other?” “Yes or No.”
* “Do your team members do what they say they are going to do?” “Yes or No.”
* “If that is true, what could be the reason?” “Like you said, they need to trust each other.”
* “Did you hear what I said in my long-winded lecture on the origins of unity being rooted in trust and trust being based on truth?” “Yes or No”.
* “Do you understand where trust comes from?” “Yes or No.”
* “Where does trust come from? I don’t know.
* “I just want our team to be more unified.” “Okay, good luck with that.”
1. **Do Your Job Well:**

Perhaps all of this sounds like nonsense. Maybe the concepts of being truthful and building trust by simply doing what you say you are going to do are too lofty.

 But a few years back, we start saying ‘Do Your Own Job well’ in our company. We are learning and sparring and at times fighting to be the best that we can be. Our training ground is the Do Your Own Job Well. The people that I was speaking with went on to share in his next meeting that everyone needed to trust each other by saying, “We need to have better unity, be less negative and trust each other.” While all three of these statements are true in isolation, unfortunately my friends did not see how they had to be true collectively in order to have any power.

1. **Truth and Resolution:**

Whether we don’t want to admit that we have issues, or we don’t want to roll our sleeves up to do the dirty work of fixing these issues rather than chasing our tails on symptoms, often times the answers to our questions are simpler than we want to admit.

1. **Here are key tips on building unity:**

Build truth and truest as core values in your organization, these are the values of ours.

 Hire people who value truth and trust – people who will do what they say they will do (those trained in Do Your Own Job Well) Train continually on truth and trust as core values in your organization, make your company a Do Your Job well. Discipline around truth and trust – when people do not do what they say they are going to do, they cannot be trusted and there needs to be discipline or team members will see that your organization does not value unity, trust, or truth. The values of the Do Your Own Job well, will be tested. Repeat these daily, as there are no days off in the Do Your Own Job well!

**10 Golden Secrets of Leadership and Success:**

‘A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.’ – Lao Tzu.

 Being a good leader is a challenge that few people can face with dignity. For many, leadership is something that exists far beyond their field of perception and understanding. A boss is not always a leader, but a good leader always has the power of a boss. Working on your leadership qualities will help you become someone who can achieve results. These 10 golden secrets of leadership and success will help you choose a direction for building a proper strategy in management:

1. **Give More Freedom to Your Team Members:**

Your team will not need a micro manager; someone who will describe every step and detail. They need more freedom and chances to take responsibility. Give them this freedom let them be engaged to decision making.

1. **Develop Your Own Plan:**

 One of the foundations of success lies in an efficient and well written plan. No matter what job you need to do, you need to develop a plan that will demonstrate that you are capable of leading your team to success.

1. **Commit to Goals”:**

A good leader applies enough effort to reach their goals. They have dedication and expect it from their team as well.

1. **Support Your Team:**

Being a supporter and being a dictator are two different things and will affect your team differently. A supportive leader helps their team to achieve goals by finding the most appropriate solutions to the problems and attaining overall success. A dictator loses trust and cannot expect effective cooperation.

1. **Be Transparent:**

 Do not try to be someone that you are not. People will know when they are cheated and subconsciously, they can no longer trust the leader.

1. **Find a Proper Way:**

 You should give your people enough freedom, but you must remain their guide as well. Help to show them a way to achieve goals with less difficulty.

1. **Borrow and Learn from Ideas:**

 You can always enhance your corporate or team culture to promote better engagement with your team. Do not hesitate to experiment with your solutions and implement methods that your colleagues already use. Borrow these ideas and use them in a way that can inspire and motivate your team.

1. **Build a Strong Team:**

A leader needs to find new people to build a strong team that will accompany and assist him in reaching the goals. As the success is a common result, as well as a failure, a leader is responsible for hiring top-quality specialists dedicated to the work.

1. **Do Not Be Afraid to Say Farewell:**

For a successful and efficient leadership, a leader needs to understand when the time comes to let some people go, when there may be people who will become a detriment to the team in the long run.

1. **Listen to Others:**

As Steve Jobs once said, “Great things in business are never done by one person. They’re done by a team of people.” **If a leader makes decisions listening to themselves only, success will be much harder to achieve.** Success is often the result of teamwork, and a leader needs to listen to everyone to gather vital information that can be used for a good strategy. As you have possibly noticed, all golden secrets of leadership lie in the ability to work with a team. A leader is nobody without their people. So, learn to be attached to your team and build strong relationships that will benefit the development of your business.

 The guidelines for discipline are the same as the guidelines for leadership they are just applied in a different way as each situation requires examination. Our work in roles of leadership boil down to creating a culture of clarity, Consistency, and accountability. As we build clarity around our vision, values and the processes that will help our teams and individuals to succeed there will be those who push back on those changes.

 Resistance is healthy when individuals are discovering whether they can buy into a vision and contribute to the culture, the discernment for a leader needs to be applied to whether the push back is part of a process or embedded in a person’s character. Does the situation of resistance show someone who has made a mistake, someone who is processing the changes or someone who has decided to be an obstacle to progress?

* Contributing to a cultural change requires a commitment of the brain and the body, to understand the vision and to put the values into practice.

**Understanding and Application have four basic quadrants:**

1. **An individual who understands the vision and has chosen to follow and apply the process (Understand + / Apply +).**

 Even in this sector of people, there are those who push back but who ultimately contribute to the team. Individuals work through changes in unique ways, and some may be processors who take a bit more time to grasp and engage the details even while they are on board with the overall direction. Those individuals who understand and are applying the vision need to be empowered as partners to help spread the message throughout the team. Not everyone is going to respond to you as a leader and your style in the same way, within this group of early adopters find ways to leverage that momentum to help bring team members who are struggling to understand and/or apply into the fold.

1. **An individual who doesn’t understand the vision but has chosen to give the process a chance (Understand - / Apply +).**

 Some people trust the leader but don’t quite get the process or vice versa, they understand the goal of what the team is trying to achieve but they don’t yet trust the leader (the next quadrant). There are many people who are good employees but may not connect with a particular leader or may not be a good long term fit for a culture, of course the best combination is someone who gets in and is passionate about moving the mission forward but don’t overlook those who didn’t understand the vision after one power point presentation.

1. **An individual who understands the vision but has not chosen to follow and apply the process (Understand + / Apply -).**

 This group sees the vision and can wrap their mind around it but either they don’t agree with the direction, or they don’t trust the leaders or the process. Often a seasoned employee who has seen many visions and values changes may be in this camp, “I’ve seen this before, this will last three months.”

 There are also individuals who are loyal to the company but believe strongly in the good old’ days as being the best days and like many are resistant to change. The question is whether these individuals can be won over and will take that positive sense of loyalty and buy into the new direction. Leaders have their work cut out to discern whether there is value in investing in winning these team members over. Often those who are the most resistant initially but are won over will be some of your strongest proponents in the future.

1. **An individual who does not understand the vision and has chosen not to apply the process (Understand - / Apply -).**

 While these current team members likely aren’t a good fit for the long term, a leader should dig beneath the surface to determine whether individuals aren’t buying in because they are against the process, or they are some combination of the two prior quadrants.

 Often those who were strong “leaders” from within the team for a prior culture or process will be resistant to changes because there is fear about their position within the new direction.

 For those who can change there is a role on the team, for those who cannot, we can have discussions about assisting them to find a team where their values are a better fit.

**Working for a company who has a new vision for their company.**

1. **How to get people to follow the new direction.**

When you are in a leadership role and are working towards a new direction or are taking over a team that is new to you, there will always be a level of resistance.

 Push back is natural, it is likely part of why you were able to develop yourself into a position as a leader. Growth as an organization does not happen unless someone is willing to say – what we are doing either isn’t working or will not be sustainable over time. If we want different results, we will have to do things differently.

 The key as a leader is to work towards building clarity in the vision, consistency in the pursuit and accountability in the culture. You cannot forge forward without your team unless you want to be a company of one forever, you must learn to communicate and inspire individuals to understand and apply the vision you have for your company or self.

1. **As a society, we talk a lot about leadership.**

This concept has become its own industry with books, lectures, podcasts, seminars, and trinkets.

 Yet, in all of the various words expended on business, entrepreneurship, and leadership, there are few that discuss the role of empathy as a key to the development of emotional intelligence.

 If you are in a position of leadership and have a desire to improve your employee engagement as well as team development, there is great value in continuing to grow your own emotional intelligence as you deal with people from various backgrounds. To be a leader in developing others you must start by leading yourself to set an example for how growth is a both a priority as well as an ever-evolving process for individuals and their teams.

 Step out of your comfort zone, make some smart mistakes, build a thriving team and be the leader that your team deserves. If you are resistant to change as well as growing as a leader, you will continue to attract and manage the team that you deserve.

 As you do so, understand that not all resistance is negative, much of it is part of the process and working through it will help you develop into a stronger leader and your team as a stronger unit.

 In all of the various words expended on business, entrepreneurship, and leadership, there are few that discuss the role of empathy as a key to the development of emotional intelligence. Feelings are a component of life. But they are often treated as though they have no place in a professional organization and are of no concern for the successful leader.

 The truth is that most people in leadership positions make decisions based on feelings, whether they are willing to admit that or not. A recent study entitled *Only Human* conducted by Gyro surveyed 720 senior business executives and noted that, “A majority (61%) of executives agree that when making decisions, human insights must precede hard analytics.” Life is theater, business is full of drama, and people are sensitive.

 So how do modern leaders elevate their emotional intelligence to address these realities in an organizational environment, especially if they are working to flatten out the organizational chart?

1. **Leadership and Emotional Intelligent:**

Even the most seemingly enjoyable job can get stressful over time.

 And a lack of proper leadership can bring about some severe problems that can hamper a company’s culture and environment. It has become increasingly important that besides relevant skill sets and experience, leaders must possess high emotional intelligence.

1. **Emotional intelligence is all about having the following three traits:**
* Understanding your own emotions as well as those of your team members
* The ability to apply emotion to the problem-solving and thinking process.
* Sound ability of managing emotions both externally and internally (EQ).

 People with high EQ levels tend to better understand what gets people going at work. Now, in a workplace environment where a routine day might turn chaotic within a few minutes, this becomes important. Leaders with high EQ have the following three traits:

1. **Excellent Self Awareness:**

One simply can’t imagine a workplace where employees are pushing themselves to meet deadlines and targets.

 Now let’s presume the manager receives some not so welcoming news five months down the line. If the manager shares the news right away with his people, things might turn ugly and chaotic at the blink of an eye. This is where emotional intelligence comes into the picture, as it enables people to be aware and conscious with themselves, and how their actions might affect other people.

 A leader with low emotional intelligence might be swift to inform his people about the bad news. An emotionally intelligent leader would wait for the workplace to settle down before breaking the news to his people as to carefully and thoughtfully explain the situation.

1. **Keeping Emotions in Check:**

Leaders with high EQ are always aware of how to deal with their employees and make sure that their emotions do not get in the way.

 This is crucial because a single outburst can damage the entire team’s morale. Rather than being driven by emotions, leaders learn how to keep their emotions in check. Even when having a rough day at work, they avoid taking it out on their people. And when their people are having a rough time, they offer support instead of being glad they’re not in that position.

1. **Effective Communication:**

 Communication and leadership go hand-in-hand.

 No leader can expect their people to execute things in a particular or accurate way if they fail to communicate with them. The secret to effective communication is all about having a sound understanding of the language, as well as the ability to talk or write in a concise manner.

 It also requires one to have a proper understanding of their audience, which includes the ability to understand how your employees feel at any particular given time.

 Emotionally intelligent leaders understand how their emotions might affect themselves and others.

* They understand and know the right times to break certain news, depending on the gravity of the situation.
* They also know the right venues to hold team meetings and use the right tone when it comes to conveying a message.

 For instance, an emotionally intelligent leader would never criticize or roast an employee in an open workplace setting. The leader would rather talk about areas that need improvements with constructive feedback and criticism, and in a private setting.

1. **Takeaway:**

Though it requires some time for a person to hone their emotional intelligence, the time and effort invested into it is sure to pay off in the long run.

 In fact, emotional intelligence is one of the most prized leadership traits that few leaders are able to truly master. You will be a great leader and also be able to be engaged with your team, who will in turn work more coherently towards achieving the company’s goals.

**Building Your Leadership Strategy: Identifying SMART Goals and Objectives**

 Being a good leader requires efficient decision-making skills that allow you to keep your team together. While this may sound like a given, it’s difficult to develop the necessary cognitive skills in motivating others. Building an effective leadership strategy involves being able to differentiate and prioritize your aims, goals, targets, and objectives.

Want to lead to succeed? Here are three ways to start on your leadership journey:

1. **Set Short-term and Long-term Goals:**

 Goals are different from objectives in that the former is the bigger picture, the overarching end you want to achieve through several means.

 The latter, on the other hand, are more specific results you get *from*the goals you set. They’re more concrete than abstract. When it comes to setting goals, you need to think both long-term and short-term. A short-term goal would be something you can achieve in a relatively brief time span compared to a long-term one.

 For instance, a short-term goal for team building would be to establish rapport and open communication with each member. A long-term outlook in the same vein would be to mobilize these individuals and increase their synergy for increased productivity.

1. **Look Forward to Achievable Objectives:** Leaders need a more focused and specific mindset in envisioning what they want to achieve.

 That said, one of the most effective and popular identified ways to formulate achievable objectives is the Smart Method.

The SMART method is an acronym which stands for.

1. S=Specific,
2. M=Measurable,
3. A=Attainable,
4. R=Realistic,
5. T=Timely objectives.

**How to Use the SMART method**.

1. **S=Specific**. Your goal should be clear and specific, otherwise you won't be able to focus your efforts or feel truly motivated to achieve it.
2. **M=Measurable**. It's important to have measurable goals, so that you can track your progress and stay motivated. ...
3. **A=Achievable**. Your goal also needs to be realistic and attainable to be successful. In other words, it should stretch your abilities but still remain possible.
4. **R=Relevant.** This step is about ensuring that your goal matters to you, and that it also aligns with other relevant goals.
5. **T=Time-bound.** Every goal needs a target date, so that you have a deadline to focus on and something to work toward.

 Unlike goals, which seem far-off, SMART objectives focus on initiating action. Take your goal of “Improve team synergy” as an example. Using the SMART method, we break down its underlying objectives into the following:

* Members must be able to work without supervision and turn in output fitting of the company standards within the given deadline
* Established peer review should boost each individual’s performance rather than promote competition

 Looking at these, you can see that the objectives that followed were very specific. Their progress could be observed through standards which had been pointed out in the same statements. In the examples, the set standards were a team being able to turn in acceptable output through joint effort. As a leader, you can keep track of these visible markers when you look back on your objectives.

1. **Start Planning:**

 Once you’ve determined your goals and objectives, it’s time to lay out a solid strategy. Among all three, these needs to be the most specific and thought-out.

 Fortunately, it’s largely based on your objectives. You can further specify each point from there. Look at each objective and ask yourself, “How?” Let’s go back to the initial example of members being able to achieve tasks efficiently with minimal supervision. Ask yourself how you get to that point.

In this situation, you can provide the following tactics:

* Encourage authentic team relationships through team building activities.

 Let them engage with each other’s ideas through brainstorming sessions and meetings

1. **Set the Bar High:**

Whether you’re planning to start small or dream big, your primary function as a leader is to formulate a concrete working strategy.

 But make sure this comes after envisioning specific goals and objectives. As the leaders from Scholar Advisor say, keep in mind that each goal has to be believable and achievable. Don’t set the bar too high or too low. Gauge you and your team’s capacity to attain a certain level at the moment before drafting up any plans. Think Smart and act Smart to maximize your leadership capabilities.

 Empathy is defined as the ability to understand and share the feelings of another. Empathy is what separates emotionally intelligent leaders from managerial programmed robots who are following a passionless script.

1. **Consideration and Engagement:**

Consider the engagement equity in the ability to understand what someone is feeling, to comprehend the perspective of another human and engage with them, whether you agree or disagree with their conclusions.

 Consideration for others’ feelings, compassion for their trials as humans, and caring when addressing sensitive issues at work are essential soft skills that can elevate a leader to inspire others to buy-in to the organizational vision. We know in principle that empathy is a form of understanding. So, we should understand what empathy is as well as what it isn’t.

1. **What is Empathy?**

Empathy is listening to others, attempting to see things from their perspective, and making leadership decisions based upon a fuller engagement with team members who can help in accomplishing the mission.

1. Empathy is a skill that must be developed as an essential component in the tool belt of emotional intelligence. This can assist a leader to work through periods of resistance while working more successfully with other individuals.
2. Empathy is not capitulation. Listening and understanding does not mean that a leader changes course simply because there are individual(s) who respond negatively to directions and changes within the organization.
3. Empathy is not appeasement. Acquiring perspective does not mean that a leader will seek the path of least resistance by sacrificing long-term success for short-term peace acquired by cowering to demands.
4. **Humanizing:**

Employees, co-workers, and business partners come in all emotional shapes, sizes, and shades of complexity.

 Developing leadership soft skills and emotional intelligence is a process that requires consistent intentionality, which often includes making a fair share of mistakes. The beautiful side to humanizing the organizational process is that where empathy is practiced and modeled by leadership, it is more likely to be reflected in the interactions throughout the team.

 When leaders listen, empathize, and demonstrate a hunger to ever improve themselves, they tend to attract team members with the same values who will assist them to build an organization of vision. As noted, empathy does not make a leader a door mat who capitulates to negative forces. Conflict resolution by temporary appeasement in the face of resistance is the opposite of emotional intelligence.

 Leaders who listen so that they can understand their teams will unlock the resources that may be hiding within their organization that would otherwise remain hidden under the misguided actions of cut and paste management principles. Step out of your comfort zone, make some smart mistakes, build a thriving team and be the leader that your team deserves. If you are resistant to change as well as growing as a leader, you will continue to attract and manage the team that you deserve.

What is **leadership** about. **It is about leading**. ​