



LEADING SELF SERIES

PEEPLCOACH TIPSHEET NO. 14

Though the traditional definition of a leader is 'the person who leads or commands a group, organisation, or country' the more modern, more inclusive and accessible definition of leadership is 'a person who rules or guides or inspires others.' This newer definition can apply to all members of a team or organisation, not just the people with the longest titles or biggest pay cheques. There is a growing expectation and desire that all individuals within an organisation exhibit some level of leadership, whether they are young or old, first-year graduate or the CEO.

Whether you are already a leader of people or an individual contributor with no desire to lead a team, it is critical to define your workplace principles. Specifically, what will your rules, principles and behaviours be in the workplace? How will you interact with others? What values or behaviours will you exhibit? What will you be known for?

Defining and embedding your leadership principles and behaviours can take a lifetime, and successful leaders continue to develop their skills over time.

For many of us, our leadership behaviours happen organically, unconsciously, or even accidentally. We learn how to behave, communicate, or give feedback from our parents, favourite teacher, or first boss.

To be most effective as a leader, it is critical to ensure that we are discerning and conscious of the leadership behaviours and approaches we want to be known for.

To better understand your leadership principles and vision, ask yourself the following questions:

DEFINING MY LEADERSHIP PRINCIPLES

WHO DO YOU ADMIRE?

- Who are the leaders and individuals you admire in work, life, or the broader community?
- Who would you like to work for again?
- Why do you admire them?
- How do they make you feel?
- What traits do they have?
- What behaviours do they exhibit?

WHO DO YOU NOT ADMIRE?

- Who is the person you would not like to work for or with? Why not?
- What are their traits or behaviours?
- How do they make you or others feel?

WHAT ARE THE BEHAVIOURS THAT MOST INSPIRE YOU?

- What are the five leadership principles you want to be known for?
- What are the corresponding behaviours? For example: If honesty is a principle, how will you ensure honesty in all interactions?

As you answer these questions, you may find you are in a state of "conscious incompetence," where you know what you want to achieve but feel disappointed because you are not achieving your goals consistently.

A principle might be to be bold and courageous when sharing your opinions and supporting others, but you find yourself shying away from difficult conversations.

Or perhaps you want to be an empowering and trusting leader, but you find yourself micromanaging to ensure that everything is "just perfect."

Don't fret. Identifying your principles and then taking steps each day to improve is the main objective. Progress, not perfection!



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