



<http://www.whysouldanyonebeledbyyou.com/>

Unexpected Leadership Qualities

1. **They selectively show their weaknesses.** By exposing some vulnerability, they reveal that they are actually approachable and human.
2. **They rely heavily on intuition to gauge the appropriate timing and course of their actions.** Their ability to collect and interpret soft data helps them know just when and how to act.
3. **They manage employees with something called tough empathy.** They empathize passionately—and realistically—with people, and they care intensely about the work employees do.
4. **They reveal their differences, and capitalize on what is unique about themselves.**

Think about YOURSELF as a LEADER

If you're thinking about yourself AS A LEADER, think about this: Effective leaders don't just know a lot about their abilities, and few have full self-knowledge, but effective leaders mainly have an overarching sense of purpose together with sufficient self-knowledge of their potential leadership qualities. You don't have to know it all—you just have to know enough.

Leadership is. . .

- **Situational**—ALWAYS influenced by the situation. You can start by developing your “situation sensing” abilities; observe and understand existing situations. Look for important situational signals; you can “tune” in to what is going on in situations both above and below the surface. Then you adjust your leadership skills to the context of the situation.
- **Nonhierarchical**—Not overly concerned with those who are at the top or reach the top of an organization. Hierarchy alone is neither a necessary nor a sufficient condition for the exercise of leadership. Great organizations have leaders at all levels. Successful organizations—be they hospitals, charities, or commercial enterprises—seek to build leadership capability widely and to give people the opportunity to exercise it.
- **Relational**—You can’t be a leader without followers. Leadership is always a social construct that is re-created by the relationships between leaders and those aspire to lead.

Consider this quote from *Why Should Anyone be Led by You?*

Chapter One, p. 17

“To be a leader...be yourself...followers want to be led by a person, not a role holder or a position filler or a bureaucrat...the central question—explicitly or implicitly—in the mind of others who might follow us is, ‘What is different about you that equips you to lead?’ ...What is special about you that means [that person] should follow you?”

Let’s take a second to think about this quote with questions:

1. What is different about you that equips you to be a leader?

2. What is special about you that means someone should follow you?

Take-Aways

- Successful leaders adapt or modify their behaviors to respond to the needs of their followers and the situations they encounter, while they simultaneously remain true to who they are.

- Leadership involves knowing who you are-not perfectly-but enough to be an effective leader.
- Leaders and followers long for a sense of belonging and connecting—feeling part of the big picture. Leaders help connect others and to others.
- Followers choose to be led by humans not titles or credentials. Leaders must be able to identify and deploy their personal differences, foibles, and strengths to inspire employees to apply their energy and talents.
- Leaders facilitate followers in understanding that their efforts matter. Leaders should recognize their contributions in a meaningful way and provide highly personalized feedback.
- Leaders should spark excitement and foster exceptional performance in others. Leaders who articulate their own passion, values and vision provide others with energy and enthusiasm.

Any questions?

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