



CARE's WorkLife Solutions

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Principles of Leadership

Can you learn how to be a better leader? Take this simple test: If your life depended on it, could you learn how to be a better leader? For the vast majority of us, the answer to that question is undoubtedly, Yes. That being said, what does 'learning to be a better leader' involve?

It involves reinforcing within yourself those qualities universally admired in leaders — the ability to listen, to be fair, to show concern, to be firm when firmness is needed and kind when kindness is required, among other qualities.

Here's your homework assignment: Read these Principles of Leadership each morning for a month (psychologists say it takes us two weeks to change behavior; doubling that nearly guarantees change), preferably before you "clock in" as a leader. From this exercise, pay attention to changes in how you view yourself and others. See if you begin to adopt those qualities that work in business, in battle, on the football field — anywhere where leadership is required. GOOD LUCK!

- The essence of leadership is trust.
- There is no substitute for competency and character in developing trust.
- Your absolute integrity is absolutely critical.
- Your own commitment must be beyond question.
- Leaders don't enlist subordinates in top-level conflicts, they shield them from it.
- It's behavior that counts.
- If your people are not motivated, it's probably your fault.
- Happy workers are not necessarily productive workers.
- You get what you expect.
- You get what you reward and recognize.
- Hearing is not the same as listening.
- There is no ideal leadership style.
- Departments with a clear sense of purpose outperform departments without such purpose.
- Effective planning is not optional.
- Well-trained people increase the likelihood of achieving desired levels of performance.
- To lead effectively, you have to know what is going on.
- It's easier to get results if your team has a sense of ownership.
- People cannot change if they don't know there is a need to do so.
- When you remove barriers to performance, performance improves.
- Take care of your people.