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Leadership: An Invitation to Introspection

Leadership is about you, the leader, never about those you lead. The late Randy Revell was quoted as saying that "Leadership is an emotional, not an intellectual craft". This means that you must understand yourself and what drives you in order to build integrity and create a work atmosphere that fosters openness and truth.

PEOPLE WILL ALWAYS DO AS YOU DO

People who work for you, not unlike children, will do as you do, not as you say. It's basic. They watch and learn from the behavior you model whether or not you are conscious of what 'talk' you are walking.

Most people prefer to be trustworthy, open, honest and accountable. But it can be risky if employees don't feel they are in an environment where it's safe to be that way.

Sincerity cannot be faked, and yet there are leaders who operate under the blithe misconception that their own view of reality is true, despite evidence to the contrary. They fail to see that the people they lead can see clearly who their leaders really are.

Maybe you've taken lots of leadership courses and worked extensively to

hone your personal leadership 'style'. The problem is that if you aren't being true to your own emotions and inner drivers, it screams out to your subordinates in subtle ways that they can't even articulate. It shows up in their behavior as they attempt to figure you out and understand the unwritten and unspoken rules by which you lead.

YOUR EMOTIONS LEAD TO YOUR DESTINY

Forget leadership styles. They are actually code for emotional styles. Your character really comes from Emotions. Consider this model where \Rightarrow means "leads to":

Emotions \Rightarrow thoughts \Rightarrow words \Rightarrow actions \Rightarrow habits \Rightarrow character \Rightarrow destiny!

People can smell out character. It can't be faked. It takes courage to act from your true character. People admire and want to emulate leaders when they act from true character because most of

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- Randy Revell

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Diane's consulting expertise is based in "real world" managerial and information technology experience.

The resulting outcomes for us were incredible. In our two-day strategic planning process, we were able to complete new Vision and Mission statements, establish goals for the biennium and decide on meaningful projects...

Diane has assisted us in truly becoming a team.

- A Washington State executive

us aspire to be good and do good work. We respond positively when we see it around us. Truth, sincerity and accountability play a major role in fostering a healthy organizational culture.

To understand how emotionally mature you are in your leadership style, try these few questions on for size.

1) DO YOU FEEL DIFFERENTLY ABOUT YOURSELF IN YOUR PERSONAL VERSUS YOUR BUSINESS LIFE?

Why wouldn't you be true to your true self regardless of the setting? *Contrasts in these views are an invitation to introspection.*

2) DO CERTAIN TYPES OF PEOPLE SEEM ABLE TO PUSH YOUR HOT BUTTONS?

What is common about those people and those buttons? Do you hold them accountable for pushing them, rather than hold yourself accountable for reacting to the push? *Hot buttons are an invitation to introspection.*

3) DO YOU WALK YOUR TALK?

Have you asked people if you do? Do you catch yourself saying things you don't really believe deep down inside of yourself? If you can't be true to yourself, you can't be truly accountable for your own experience of life. *Incongruity between your actions and your personal truths bring an invitation*

to introspection.

4) HAVE YOU EVER BLAMED THOSE YOU LEAD FOR THE POOR QUALITY OF ANY GIVEN RESULTS THEY PRODUCE?

If so, how did you feel about that? *When you can catch yourself in blaming mode, you have an invitation to introspection.*



Yes, introspection is how you ultimately come to understand yourself, which is essential before you can understand how your words and actions affect those you lead. So start in the mirror! ▲

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