



Ten Tips for Leaders

The best leaders are lifelong learners. Kudos to you for downloading this list!

1. **Remember why you're leading.** Connect to your own personal why, and to your company's mission, vision, and core values. They drive authentic and excellent leadership.
2. **Know who you're leading.** You don't have to go on "Undercover Boss" to get to know people personally. Care enough about the people you lead to learn their names, know their stories and connect with their cares.
3. **Be clear on the direction you're going.** It's frustrating and demoralizing to be told by your leader to change things over and over without knowing the destination you're trying to move toward. Your teams are counting on you to set the vision and know your direction.
4. **Communicate.** Don't expect people to read your mind. They can't. Identify missing conversations and have them. Communicate early, frequently, and clearly. Listening is essential. Establish communication rhythms that reduce time wasted in meetings.
5. **Create safety.** Research shows that a culture of safety (or psychological safety) is the gateway characteristic of innovative and effective teams. And it starts with the leader modeling inclusion, learning safety, contributor safety and safety to challenge the status quo.
6. **Be a servant.** The best leaders care about those they lead and put others' interests first, while maintaining vision and providing a clear path to successful execution toward goals. How do you look out for the interests of those you serve beyond their comp package?
7. **Be trustworthy.** Those who follow you are watching to see if they can trust your integrity, or if you're talking a good game. Demonstrate sincerity, reliability, competence, and care with those you lead.

8. **Accept your humanity.** You don't and can't know, do, and be everything to everyone. Recognize your human limitations and embrace them. Everyone who's following you will then have permission to be human too, and the amount of energy they put into posturing will go into producing.

9. **Change your mindset.** An outward mindset helps your team see things from your customers' perspective. A proactive mindset reduces the likelihood of breakdowns. A resilient mindset chooses to lead from moods of gratitude and ambition.

10. **Cultivate emotional intelligence and self-awareness.** The best leaders invest in being an expert on human emotions and on being able to see themselves from external perspectives. All leaders need people to help them avoid discovering too late, as in the ancient tale, that "The Emperor has no clothes!"

Christine Rose Coaching & Consulting is an award-winning coaching and consulting business based in the greater Seattle/Tacoma area that helps CEOs and leadership of small to medium-sized businesses increase value in their companies while growing their personal effectiveness, leadership skills, positive company cultures, innovative and effective teams, revenues and profits.

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