

Leading On Your Feet Handout

LEADING ON YOUR FEET

Leadership isn't a position, it's an attitude in action; it's not what you're called, it's what you do.

Intention vs Action

There is a difference between Intention and Action. No one wakes up thinking, "I want to annoy people today." But it certainly happens.

We judge others by their actions, but ourselves by our intentions. And in the gap between Intention and Action is where Unleadership resides.

~~UN~~LEADERSHIP

Unleadership is what happens when people unknowingly demotivate their team and make work miserable for the people around them.

- An unleader **fantasizes** about what could be while never doing anything to create a plan or turn a vision into reality.
- An unleader **alienates** the people around them and tries to do everything on their own, believing only they know what is best.
- An unleader **intimidates** others by forgetting the human element of the workforce, creating a culture where work feels like work.
- An unleader **limits** the people on their team by micromanaging everything they do, making sure they do it "right," while removing any autonomy or ownership over their role.
- An unleader **settles** for what's given to them instead of aspiring for more.

THE VITAL SKILLS OF LEADERSHIP

Leading on your feet starts with two words, one mindset: **YES AND**
This mindset, when applied, leads to **five vital skills of leadership**.

Vision. *Having a vision doesn't mean having a script.*

It's important to know where you're headed but also be willing to adapt to get there when things change. Defining success will help the entire team make the right decisions and help mitigate FOMO (the fear of missing out).

Versatility. *The difference between a team and the team is leadership.*

Not all teams are created equal. Understand your teams' strengths and weaknesses, and your own. Know when to step in to help and give guidance, and when to step out of the way to let them own their work and develop autonomy.

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Vigor. *What gets fun, gets done.*

When people enjoy what they do, they not only do it longer, they do it better. Creating a culture of positivity and humor not only improves morale, it also leads to better results for the organization. The average person will work 90,000 hours in their lifetime, you might as well enjoy it.

Vulnerability. *Respect precedes results.*

Leadership isn't about managing tasks, it's about managing people. It means helping influence the team's energy and well-being for long-term growth and productivity. Create psychological safety through practicing a mindset of Yes And.

Velocity. *Knowing matters. Doing matters more.*

Thinking and doing are two very different things. Leaders actually execute the plan put in place. Failing to follow through isn't leadership, it's lying.

GETTING STARTED CHECKLIST

Start with a Vision. Make sure your team is clear on what it does.

- Review your organization's mission statement and values.
- Write down your own mission statement and connect it to your work.

Leverage Team Versatility. Determine your team's strengths and use them.

- Have your entire team fill out a personality assessment (e.g. StrengthsFinders).
- Send out a questionnaire to determine team members' work and communication preferences.

Build Vigor. Develop team resiliency by fostering a growth mindset and having fun.

- Use levity at least once each day, for yourself and for others.
- Read *Mindset* by Carol Dweck.

Encourage Vulnerability. Create psychological safety by appreciating fellow humans.

- Facilitate the Yes But vs Yes And exercise with your team.
- Read *Smarter, Faster, Better* by Charles Duhigg.

Create Velocity. Focus on getting things done.

- Create a list of action items to complete within three months.
- Complete this checklist.

Want to learn more or see how we can help bring this to life for you and your organization? Email:

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