

Developing the Leader Within You

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Leadership has become a topic that is almost cliché. We look at the leaders around us and assess what makes a good one. Today we talk about how to develop your skills as a leader because the world needs more good leaders.

❖ It Starts with You

- Understand yourself – your strengths and weaknesses
 - Strength Finders
 - Book and purchased link to assessment online
- Culture is the direct reflection of the owner / manager
 - Personality Tests
 - ◆ Myers Brigg
 - 16 personalities
 - ◆ How to Fascinate – Sally Hogshead
 - ◆ Personality Plus – Florence Littauer
 - Perfect, Popular, Powerful, Peaceful
 - ◆ Tests based on color – colorquiz.com
 - ◆ Five Voices (5voices.com)
 - Pioneer, Connector, Guardian, Creative, Nurturer
 - ◆ DISC
 - Dominance, Influence, Steadiness, Conscientiousness
 - Expand on DISC telling the story of how it's used by J&J as well as Alcon
 - Research has shown that certain personality types may do better in positions around the office. For example, a person with a highly dominant personality may be a great office manager.
- Emotional Intelligence
 - The ability to perceive, control, and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened.
 - Self awareness, Self management, Social awareness, and Relationship management
 - How can you improve your emotional intelligence?
 - The first step is being aware of how you are perceived

❖ What is Leadership?

- Leadership is the ability to influence
 - Understand your role as a leader.
 - As a leader you are responsible for setting the culture of the environment around you
 - A leader is also part of the team
 - There is a difference between a team leader and a boss
 - “Start with Why” – Simon Sinek
 - A way to lead is understand and communicate your why

❖ Leadership is Intentional

- John Maxwell’s “The 15 Invaluable Laws of Growth”
 - You cannot expect leadership to just happen. You need to make a plan to grow your skills.
 - Being intentional starts with self-awareness – as we discussed before.
 - Reflect on your learnings helps to make them a part of your life
 - Journaling
 - Gratitude journal
 - Consistency – you will never change your life until you change something you do daily
 - Environment – we become the combined average of the five people we hang around the most

❖ How do you develop your skills?

- Google it!
- Books – 15 Invaluable Laws of Growth by John Maxwell
 - Concepts from several other leadership books will be added with key teachings
- Podcasts
 - John Maxwell Leadership podcasts
 - Truly Human Leadership
 - ◆ Honest, Humble, Human -David Mead on the Traits of Human Leadership
 - Honest have a personal code and behave in that way. Honesty leads to trust
 - Humble – drops their ego and learns from their mistakes
 - Human – someone who lifts someone else up. Genuinely interested in people
 - Mind Your Business – James Wedmore
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- Ted Talks
 - What it Takes to be a Great Leader – Roselinde Torres
 - Simon Sinek – How Great Leaders Inspire Action\
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- Media

- Right Now Media
- Mentorship
 - Never underestimate the time spent with a leader you admire
 - Make sure your network is diverse. Listen to people who think differently than you.
 - Invite someone for coffee or lunch. Have questions ready to ask.
- ❖ What to do when it's hard to be optimistic and growth-minded
 - What do you do when life gets in the way?
 - Control what you can control
 - Turn off the news
 - Surround yourself with positive people
 - Look at your daily routine and decide how you can infuse positivity into it
 - Gratitude Journal, exercise, meditation
 - Watch the words you use. The words we think often become the words we use in life
- ❖ Know what you're FOR?
 - Explore concepts from Jeff Henderson's book of the same title as it relates to your team and life
 - Great teams and businesses are people-centric as opposed to self-centric
- ❖ Goal setting Exercise
 - Make a plan
 - Specific, Measurable, Achievable, Realistic and anchored within a Time Frame.
 - Write down your goals
 - Share it with someone to keep you accountable
- ❖ Law of the Rubberband
 - Expanding out of your comfort zone is where the real growth occurs
 - Story about how a rubberband is only useful when it's been stretched and once its been stretched it can never go back to the original size.
 - We grow when we've stretched out of our comfort zone
 - Do something that scares you

This is a one hour course meant to motivate and inspire people to be better leaders in their practice and personal life. There will be tips shared as well as resources provides to develop one's skill.