

Episode 56: Some common traits of good leaders



An old colleague of mine suggested that there were 3 key leadership traits. They were Competence, Communication and Confidence.

1. You need to be competent.

Reality is that you need to be seen to be competent.

Your team needs to see you in action and how you make decisions.

They will judge how you use what you know to help advise and drive them.

Today we often hire people who have different skills to us and do things we cannot.

For them this may not be about your content but your approach to decision making (see Episode 13).

2. You need to do constant communication

I don't know any leader who got into trouble for over communicating.

I know plenty who struggled because they under communicated.

You need to build a communication strategy; three things to remember:

- Just because you said it, doesn't mean they heard it
- Just because they heard it, doesn't mean they understood it
- Just because they understood it, doesn't mean they will do anything with it

Good communication is not just about talking, but showing the impact of people understanding it.

3. You need to appear to be confident

People do not follow people they do not have confidence in.

When you have established your competence and communicated your plan, people need to believe you will be able to execute it.

Moreover, they need to believe you will be there to back them up when they try and implement it.

If you show a lack of confidence in front of them, what will you do in front of others?

Do not confuse confidence and arrogance - optimism can be part of confidence.

Bottom Line: We see lots of traits in different leaders that make them successful. Competence, Communication and Confidence are three that you should try and mix into your approach.