

In my time as a leadership coach, there are common themes I have discovered in the research and in working with clients. I share them here with you.

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30 FitMind tips on the Mindsets of Highly Effective Leaders

On self

1. As a leader I always have room to grow
2. As a leader I am clear on both my personal and professional purpose, reference them often and update them as needed
3. My view of the world is limited by my own experience and mindset. I can expand my world view through
 - i. Reading broadly,
 - ii. Having cross cultural experiences,
 - iii. Having diversity in my team,
 - iv. The quality of my listening
 - v. Active reflection
 - vi. Seeking feedback
4. There are proven behaviours of highly effective leaders and I know my behaviours which work to support my effectiveness and I also recognise my humanity, that I am imperfect, and at times I behave in ways that don't support my goals and who I want to be.
5. A growth mindset is an advantage and I know when I am in a growth or fixed mindset state.
6. Compassionate leadership towards myself and others goes a long way
7. At times I need to experiment with a new behaviour or approach, I may not always be successful, but in my effort as a leader to grow, this is how I learn.
8. Everything I do in the organisation is seen by others. I am constantly role modelling what is ok around here.
9. I need to pay attention to how I am making others feel – what I say, what I do, what I value, what I pay attention to – is noticed by everyone around me
10. I need to be constantly aware of how I am showing up in meetings and that I can influence this by engaging in a few mindful minutes prior to entering the room
11. I know that micro managing others reduces their engagement, motivation and is likely to reduce productivity in the long term
12. I have a set of management models that I use to optimise my own and others performance e.g., Delegation / risk matrix
13. I know when I have a better understanding of myself, I can understand others more
14. Understanding there are limitation of some of my assumptions and its helpful if I hold them lightly and question them from time to time
15. Networking is critical and I must build my network before I need my network
16. Sometimes I need external support through difficult times and I can gain benefit from reaching out to a coach or mentor
17. Confidence can be contextual – I need to have compassion for myself and others on this

18. Being clear on what my personal and business values are and living in alignment with them will reduce any likely tensions, although holding the lightly matters so they don't become a tension point with others who don't hold the same.
19. If I manage my time and my team well (by sufficiently delegating and resourcing) I will have the energy to focus on the things that matter to me
20. Participating in active reflection is a way to notice my own thoughts, those that are constructive and those that might be getting in my way. I can also see patterns in how I am showing up and how I engage with others.

On leading others

1. As a leader its more beneficial to spot the strengths in my team before I name their areas for development
2. Feedback, both giving and receiving, is a gift often underutilised, it's a way to learn and grow. Creating a culture of constructive feedback is a way to accelerate growth.
3. As I promote team members, having them coached or mentored into their roles will make them more effective in the transition.
4. Knowing my team members are all individuals and human in their own way – they all have different life experiences, expectations, core beliefs, strengths, and their own areas for development. Recognising them as human matters.
5. To inspire others, I need to refer to their role in delivering on strategy, doesn't matter where they are in the organisation, they must know that their contribution matters to the top or bottom line of the business.

On using my authority and power

1. As a leader I am granted certain authority. This can cause a differential with my team and peers and I need to be aware of this in communications, meetings, and grant people space around this.
2. Having a view on a situation matters. It's not always helpful to share my view before I hear from others in the room as they are likely to try to agree with me and not share what they really think.

On Decision making

1. Awareness that I hold a view AND there are always multiple perspectives on any situation
2. Understanding my own view on a situation is limited and that I can broaden this view by consulting with others, ultimately this may improve the quality of the decision I make
3. Being clear on what is driving my decision and that it is factors of the bottom line, stakeholders, strategy, annual targets, and not my ego

If you want to discover how to bring more of this to life for you, please enquire about coaching at coaching@fitmindcoaching.com.au

References:

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