

THE EXTRA POINT

BY JERRY ROBERTS



400 Forget About Being Faultless and Flawless

One manager told me that he does everything he can to appear faultless and flawless in front of his team. He said: "They need to see me that way so it gives them the right example." I'm Jerry Roberts and today we'll talk about why that might not be the best idea. It's next on The Extra Point

While today's Extra Point is aimed at managers, I think it fits all levels of workers. A mistake-free business or agency should not be our objective. Growing talent, improving processes, and exceeding goals is what we should all be after.

If you're my manager and you go to extremes to keep up an image of so-called perfection, as in being faultless and flawless, that's sending a message that mistakes aren't welcome here. If that's the case I'm likely not going to take any risks, or stretch my talents very far, just so I can stay within my safety zone. Just so I don't mess things up, which would force my "faultless and flawless" boss to have to remind me that I don't measure up.

So we'll be nice and safe, and also far from achieving anywhere near our real potential. Safe gets you to those words we talked about a couple of weeks ago — average...mediocre.

Some of the best minds in history would take exception with such an approach, because true innovation and huge breakthroughs come about only — I repeat — only, as a result of mistakes. In the world of a creator, an error, a mistake, is just one more step toward the successful result.

I've had the pleasure to work for a few very good leaders in my time, but none were close to perfect, and none even tried to present themselves that way. Quite the contrary, they seemed to be quite comfortable with their

unique quirks, faults and weaknesses — even some weirdnesses. They could laugh at their own shortcomings. All that said, they knew how to encourage their followers to do their best, and they got results.

In a world that screams for its leaders to be authentic, why do so many people file away their rough edges, creating seemingly perfect social media profiles and posts. Are they so worried that if they're not perfect, no one will like them?

It's hard to work for someone who hides who they really are. Similarly, it's tough to develop talent when workers aren't straight with you about who they are and what they want.

For the guy who told me he needed to be seen as flawless, I'm guessing it was more for control and less about setting a good example for his team. Control is overrated.

In my opinion, a lot of people waste a lot of energy trying to exert control over others. If they spent the same energy to reach them, motivate them, and grow their skills, they wouldn't need controls.

Folks who love what they do and who feel they are well supported and respected by their boss, don't need to be watched. They are self-starters who produce. Give me that any day.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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