

THE EXTRA POINT

BY JERRY ROBERTS



582 Ideas to Bolster Your Leadership IQ – Part 2

Yesterday we began to talk about key components of leadership that can help you move forward. I'm Jerry Roberts and today, three more qualities that — if you master them — will keep your boss up at late at night, worried that somebody is going to offer you more money. Are you ready for growth? I'll set you up with it, next on The Extra Point.

Yesterday, we began his conversation about key qualities of leadership that can help us perform better and advance our career. The first was to completely analyze how we think and some of the important positions we've taken. How did we arrive at our thoughts and opinions? Have we considered alternatives? Do we actively look for different viewpoints?

The second quality was to be compassionate about mistakes, both ours and those made by others. These are important, no doubt. However, what I have for you today might be even more critical to your success. As mentioned, if you can dial into what I'm going to tell you in the next couple of minutes, there's no telling how far you can go.

Number one. Seek responsibility. So many workers, even those in management, sit back and just do the job they think they were hired for. If you do that job well, in fact as good or better than anyone else can do it, and then look for additional ways to help the organization, that sends a powerful message that you're aggressive and capable of delivering more.

If you're someone who has a desire to be promoted, this is a great way to get on the radar screen of the people who have a voice in that. When people look for more to do it gets noticed.

It sets you apart from others. It's the kind of differentiator that gets remembered when talk turns to, "Who do we have who is ready to step up?"

Number two. Take responsibility for your actions. I like the term "take ownership." How would you like to have the reputation that if a job is put into your hands it's the best option, because you'll treat it like you invented it?

What if leaders knew that you'd never run away from trouble or try to shift blame to others in case of a problem? What if they knew that you would "own it," win or lose, and it was usually a win?

Number three. You try to solve problems before asking for help. I implore anyone who takes my training to do all they can to become a problem solver. I have training that helps them do that. The gold standard for any workplace is the ability to solve problems.

If you ask any leader which he/she would rather have, a brilliant worker whose sole talent is to identify problems, or a good worker who cannot only identify problems but also find solutions for those problems — the choice is a no-brainer. Don't get me wrong, figuring out troublesome issues is a good thing.

However, leaders already have enough people who tell them when something's wrong. They definitely do not have enough people who walk in, tell them what's wrong, but also that they've analyzed the situation and then what they want to do about it.

I've been in that position and unless it was a major chunk of money and I really had to walk through the situation before any solution was attempted — my response was always going to be, "Great, let me know how it comes out."

This person clearly understands the situation, they've considered the options, and the amount of money involved is tolerable. Why, then, in the name of Heaven, do I have to be involved? Let them do it.



They'll probably do as well, if not better than I will. Further, if something goes wrong, I know — dropping back to item number two — they'll take ownership, figure things out, and see it through until it works.

Become this person, this problem solver, and your employer will look for more and more ways to promote you and get you more involved, so that the chances of another organization stealing you away are as minimal as possible.

I sometimes wonder who is touched and impacted by what we talk about each morning here on Ray's show. I don't know who just heard these ideas and has decided to embrace them, to step up.

I can only say that leaders, if they're honest, will admit they don't have enough people on their payroll who live up to these three qualities — to seek greater responsibility, take ownership of situations and actions, and become a recognized problem solver. Further, they're always on the lookout for the next person who does.

You want more? Do these things. Be this person. Bring exponentially greater value to your organization. Opportunity will follow.

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

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