

# **3 VOICES EVERY LEADER SHOULD SEEK OUT, LISTEN TO, AND LEARN FROM...**

No matter where you are in your career, the sooner you find these three voices, the better! The voices may come from one person, who is a trusted and capable advisor, or from multiple sources. Regardless of where or how you do it - find these voice, listen to them, and learn.

## **1. VOICE OF TRUTH**

Let's get real. Everyone messes up; everyone makes at least an occasional poor decision; and everyone could benefit from a Voice of Truth. Unfortunately, these voices are rare.

Although some voices might seem to be speaking the truth, many are simply acting the part or working from their own agendas. They don't have your best interest at heart. You need someone who cares enough about you to speak the truth and is mature enough to do it.

- Who speaks truth to you?
- How do you react when truth is spoken? Do you get defensive? Are you open to this voice?
- Do you create an environment where people feel comfortable to be the Voice of Truth in your life?

## **2. VOICE OF ENCOURAGEMENT**

When bad times come – and they will come - or when things seem to be spiraling out of control, leaders need a voice of encouragement.

This voice doesn't ignore the gravity of the situation, nor does the voice sugarcoat things. The voice simply helps to put things into perspective and encourages you to get up, brush yourself off, and move forward.

- Who encourages you?
- Is the encouragement authentic and grounded in reality or is it false and unrealistic?
- Do you create an environment where people feel comfortable to be a Voice of Encouragement in your life?

## **3. VOICE OF CHALLENGE**

Many organizations are full of 'yes' people. No matter what the leader says, the people around the table nod their heads in agreement. They then walk out of the room and share with each other why something won't work or why the leader's decision was a bad one. These 'meetings after the meeting' are extremely damaging and all too common. If a challenge exists, and they often do, you need to create an environment where you hear it.

This doesn't mean opening yourself up to abuse from an overbearing cynic. It means recognizing that if everyone always agrees, then you have the wrong people in the room.

- Who challenges you?
- Is there a mature voice in your life that provides constructive feedback for the sole purpose of making you and the organization better?
- How do you create an environment that allows the Voice of Challenge in your life?