GREAT LEADERS CREATE A CULTURE OF QUITTERS

help your people to quit 4 key behaviors

1. QUIT TRYING TO PLEASE OTHERS

Blame it on your upbringing, your DNA, or some other force, but many of us are compelled to please others. Not only does this waste time and energy, but it is a fruitless endeavor, because you can't please everyone.

Great leaders give employees permission to disappoint some people. This gives employees the freedom to say 'no' to certain requests and give a big 'yes' to others.

2. QUIT TRYING TO DO EVERYTHING

You have a finite amount of time, energy, and resources. When you attempt to do everything, you usually accomplish nothing with excellence.

Great leaders work with team members to determine the team or organization's most important goals, and to ensure clarity about the role everyone plays. Getting clear on which goals matter most and who does what, allows team members to prioritize their efforts, and, like not trying to please everyone, they learn what tasks to accomplish and which ones to let go.

3. QUIT TRYING TO FIX EVERYTHING

Most organizations measure things – arguably too many things. The natural tendency when you measure everything is to try to optimize everything.

Great leaders give employees permission to be just ok at some things. They do this by allowing some measures to be sub-optimal, or cut the measure altogether in order to provide a very clear set of measurable goals that will allow employees to play a winning game.

4. QUIT TRYING TO CONTROL EVERYTHING

Since birth, many of us have tried to control everything. Some even incessantly watch the weather, the stock market, or the daily traffic report in an effort to control the outcome. Highly effective people know that the best energy is placed on things you can control or influence.

Great leaders allow employees to let go of things they can't control and focus on things that employees can truly influence. These leaders also assist employees to accomplish certain tasks by lending the leader's influence, access, or skill-set.