

# 3 LEADERSHIP BEHAVIORS THAT WORK

use these ideas to better connect with those you lead

## RECOGNIZE PEOPLE AS INDIVIDUALS

Your team isn't just warm bodies in a cubicle or interchangeable parts in a machine. They are individuals, each with unique capabilities, hopes, dreams, and a wide range of other characteristics that make up the human experience. Your people want to be recognized as individuals. You should know what matters to each of your team members. You should understand what motivates each person. Don't assume you know. Ask. You might be surprised by their answers.



## INVITE PEOPLE TO PARTICIPATE IN SOMETHING BIGGER THAN THEMSELVES

The best leaders invite their people to participate. They ask them for their feedback on goals, they solicit ideas on the best ways to get things done, and they encourage team members to openly track and talk about work progress.

Along the way, the team members build something together that they could not do on their own. As Stephen R. Covey wrote, "without involvement, there is no commitment."

## CREATE POSITIVE, MEMORABLE EXPERIENCES

Think about a great team you were on. You likely worked hard, accomplished things that truly mattered, forged enduring relationships, and created a few memories along the way. Ten years from now, your people won't remember the specific goal your team is working on today. They won't recall how many items were sold, how much revenue was generated, or what costs were cut; however, they will remember what it feels like to work for you. They will remember what it was like to be on your team. Make their efforts a positive, memorable experience.

