

Response To Q&A

1. How do you work with leaders who lead from power and are not open to or interested in changing their ways or style?

Response: When working with leaders who rely heavily on their positional power and resist change, it's essential to approach them with respect and a focus on the benefits of adopting more collaborative approaches. Start by understanding their perspective and their concerns, and try to find common ground. Share relevant success stories of leaders who have embraced influence and persuasion to achieve better outcomes. Gradually, they may become more open to changing their leadership style.

2. What are some strategies that teams can incorporate to foster empathy among one another?

Response: Fostering empathy within a team is vital for collaboration and understanding. Encourage open communication and active listening. Create opportunities for team members to share their experiences and perspectives. Implement empathy-building exercises, such as perspective-taking or role-playing, to help team members see things from each other's point of view. Recognize and celebrate acts of empathy within the team to reinforce this behavior.

3. Is this a servant/leader?

Response: The principles of influence and persuasion discussed, while not explicitly described as servant leadership, do align with some aspects of it. Servant leadership emphasizes serving the needs of others, which can be a powerful way to influence and persuade positively. It's not a one-size-fits-all approach, but integrating servant leadership principles into your leadership style can be effective in many situations.

4. How can you use the principles genuinely without coming off as manipulative?

Response: Using the principles of persuasion genuinely is crucial for building trust and credibility. Ensure that your intentions are sincere and focused on the best interests of both parties. Communicate transparently and honestly. Avoid manipulation or hidden agendas. Demonstrating empathy and a genuine desire to help others will go a long way in using these principles authentically.

5. How do you work with leaders who "love bomb" where compliments become overwhelming and lose value/meaning?

Response: When dealing with leaders who excessively offer compliments, it's important to provide feedback on how these compliments can be more meaningful. Suggest that they offer specific and constructive feedback rather than generic praise. This will make their compliments more valuable and help create a culture of genuine recognition.



6. Being a leader who constantly gives first can be exhausting. How do you continue to be an effective leader if your cup is only half full?

Response: To be an effective leader, it's essential to prioritize self-care. You can't pour from an empty cup. Regularly take time for self-reflection, relaxation, and self-renewal. Set boundaries and delegate when necessary. Seek support from your team and peers. Remember that self-care is not selfish but a way to maintain your capacity to lead effectively.

7. I am exiting a work environment where the leader micromanages and demeans the team. How can I make sure I do not bring baggage from this experience into my next position?

Response: It's important to learn from your past experiences without letting them negatively impact your future leadership. Reflect on what you've learned and how you can apply those lessons positively. Seek feedback from your new team, and consciously strive to create a more empowering and respectful environment. Focus on building trust and open communication to avoid repeating the negative aspects of your previous experience.

8. It sounds like you're describing the traits of a servant/leader. Is this a correct assumption?

Response: Yes, you're correct. The principles discussed align with some traits of servant leadership. Servant leaders prioritize serving others and building positive relationships, which can be an effective way to lead through influence and persuasion.

9. Is there a story behind "she could, so she did"?

Response: "Yes its my story and it can be found in my book "Gurl Fix Your Crown"

10. Are there strategies to provide praise/compliments to people who may feel embarrassed by said praise or see little value in compliments?

Response: To provide effective praise to those who might feel embarrassed or undervalue compliments, make it specific and personalized. Focus on their actions, skills, or qualities that genuinely impress you. Use private, one-on-one conversations to avoid public embarrassment. Additionally, ask for their input or advice, showing that you respect their expertise and value their contributions.

11. When it comes to recognition, would you think "praise in their back" would have a bigger effect than a compliment in public?

Response: The impact of recognition can vary from person to person. Public praise can boost morale and motivate some individuals, while others may prefer private recognition to avoid the spotlight. A combination of both public and private recognition is often effective. Tailor your approach based on the individual's preferences, and be sure to communicate your appreciation genuinely.

12. What are two leadership skills you believe are most effective and why?

Response: Two highly effective leadership skills are:

Communication: Effective communication is foundational for leadership. It fosters understanding, alignment, and engagement. Clear communication enables leaders to convey their vision, expectations, and feedback, while also encouraging open dialogue with their teams.

Empathy: Empathy is vital for building strong relationships and understanding the needs and feelings of others. Leaders who demonstrate empathy can connect on a deeper level with their team members, inspire trust, and create a supportive and inclusive work environment. It enhances teamwork and collaboration, leading to better outcomes.

These skills are effective because they contribute to creating a positive and productive workplace, enabling leaders to motivate and guide their teams successfully.

My desire for you is to become the kind of individual who leads ethically through influence, creating a life of significance, increasing impact, and inspiring others to do the same. May your journey in leadership be defined not only by your accomplishments but by the positive difference you make in the lives of those you lead and the communities you serve. Embrace the power of influence to not just succeed, but to truly elevate others and leave a lasting legacy of positive change.....

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