

Lead-Up Principle #5

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INVEST IN RELATIONAL CHEMISTRY: *All good leadership is based on relationships.*

- I. LISTEN TO YOUR LEADER'S HEARTBEAT
 - a. Find out what your leader *loves* to do.
 - b. Find out what really matters to them.
- II. KNOW YOUR LEADER'S PRIORITIES
 - a. Learn what they *have* to do.
- III. CATCH YOUR LEADER'S ENTHUSIASM
 - a. Share a common enthusiasm.
 - b. Creates an energizing effect.
 - c. Sharing their enthusiasm will cause you to pass it on.
- IV. SUPPORT YOUR LEADER'S VISION
 - a. Champion their vision and become esteemed to the leader.
 - b. Pass the vision on for the sake of the organization and you.
 - c. "Promote your leader's dreams, and he will promote you."
- V. CONNECT WITH YOUR LEADER'S INTERESTS
 - a. Connect with interests both inside and outside of work.
 - b. Relate to your leader beyond the scope of the job.
 - c. Go out of your way to learn enough about your leader's interests in order to talk intelligently about the subject.
 - d. Leader's find it rewarding to connect with someone under them.
- VI. UNDERSTAND YOUR LEADER'S PERSONALITY
 - a. Conform to your leader's personality.
 - b. A great leader also conforms down to the people working for them.
 - c. Know your own personality style and your leaders to understand how they interact.
- VII. EARN YOUR LEADER'S TRUST
 - a. Create relational currency.
 - b. Increase the currency by doing things that add to the relationship.
 - c. Negative things will remove change from the currency.
 - d. Build up a lot of change so negative things don't harm the relationship.
 - e. "Loyalty publicly results in leverage privately."
- VIII. LEARN TO WORK WITH YOUR LEADER'S WEAKNESSES
 - a. Everyone has blind spots and weaknesses.
 - b. Focus on the positives, and work around the weaknesses.
- IX. RESPECT YOUR LEADER'S FAMILY
 - a. Try your best to be kind and respectful to their family members.
 - b. The attitude of their family members toward you can have a huge influence on your relationship with your leader.

"The quality of the relationship you have with your leader will impact your success or failure."