

## Leadership Commandment 7: [Confront Challenges With Courage](#)

Even the very best leaders must occasionally pass the courage test. The true measure of leadership effectiveness is the ability to look in the mirror and know that you had the strength and courage to do what, deep inside, you knew was the right thing to do. And it's that very fact that leads to the seventh leadership commandment: [Confront Challenges With Courage](#).

Addressing and resolving employee performance problems is your duty. It's something you owe to all team members – not just the few with issues, but also the majority of hard-working contributors who count on you to ensure that everyone pulls their weight.

Conflicts are workplace obstacles. Don't let them get in the way of your team's success. Dealing with them may not be pleasant. But having to repair the damage they can cause will be even worse.

Courage is...

- ✓ Speaking your mind even though others don't agree.
- ✓ Following the rules – and insisting that others do the same.
- ✓ Telling others what the *need* to hear rather than *what* they want to hear.
- ✓ Challenging the status quo in search of better ways.
- ✓ Doing what you know is right – regardless of the risks and potential consequences.
- ✓ Taking complete responsibility for your actions and mistakes.

*Make us choose the harder right instead of the easier wrong, and never to be content with half truth when whole can be won. Endow us with courage that is born of loyalty to all that is noble and worthy, that scorns to compromise with vice and injustice and knows no fear when truth and right are in jeopardy.*

Excerpt from Cadet Prayer, U.S. Military Academy

**Take Away...to Remember:** Leadership is not for the faint of heart. Along with your title comes many awesome responsibilities – and an equal number of situations that can and will test your mettle. And one thing is for sure: Your effectiveness as a leader will be determined by how well you pass those tests...by how well you practice the seventh commandment of leadership: [Confront Challenges With Courage](#)