



*Do as I say, not as I do.*

How well do you respond to that?

How inspired are you by that?

My guess is you don't respond very well to it and you're not very inspired by it. Because it's not a very inspiring way to lead.

When you're a team leader, your staff are constantly watching you. Sometimes they're listening to you too, but more than anything they're watching you. They want to see what you're about.

If you can be trusted.

If you're good at what you do.

If you enforce expectations equally including for yourself.

If you hold yourself and others accountable.

If you treat everybody fairly or you play favorites.

If you advocate for them.

If you show them that you trust them.

That you invest in them.

That you believe in them.

And that you care about them.

Consistency is so important because if your staff can trust you sometimes but not others, they're not going to trust you at all. If they reach out to you for help and you promise to help them and sometimes you do and sometimes you don't, they're going to stop reaching out to you for help.

If two staff members do the same thing that they're not supposed to be doing, and one gets in trouble, and one doesn't, they're watching that and they're paying attention to that.

When you lead by example, when it comes to punctuality and timeliness and meeting deadlines, they're following your lead.

There are certain people in my life who I know are going to be late all the time. I'm a pretty punctual person so I adjust accordingly when we meet. I either show up a little



late myself or I make sure I have a book with me or something to do because I know they're going to be late.

Your staff is watching you for those same clues. They're watching how you lead by example when you disagree with others. Do you have courage to disagree with others and do you do it with respect?

How are you showing that you're trustworthy consistently?

How generous are you with praise and feedback?

Do you take risks?

I worked for someone once who, every time they made a mistake, they would say something out loud that was really self-disparaging. Something like, 'oh, I'm such an idiot' or 'I'm so stupid' even for the smallest mistake.

Now even though they would never say that aloud to somebody else, there was a feeling there that it wasn't okay to make mistakes. That it was perceived as being an idiot or being stupid. There wasn't a strong team culture of taking risks as a result.

They're watching you lead by example and how you treat others. Are you doing it fairly and respectfully?

They're watching if you take breaks and take lunch and take vacation.

They follow your lead.

They're watching your expectations on the quality of work.

They're watching your communication.

They're watching everything.

Mostly they're watching how you care about them as your staff. How are you exhibiting that so that there's no doubt and no question why you're there?

They're watching how you own your own areas of strengths and how you try to leverage them and use them as much as possible.

They're watching how you recognize where you need to grow and what you're doing about that.

They're watching if you're investing in your own growth.

They're always watching.



So, something for you to think about is, how are you leading by example?