

MODULE 3 | SESSION 16

3 Things You Didn't Think Were a Problem

One of the most sincere forms of respect is actually listening to what another has to say.
~ Bryant H. McGill

We have been looking at the reasons leaders struggle to apply learning. We've already looked at the first 4 reasons...

1. **Investing in Others**
2. **Busyness & Distraction**
3. **Don't take time to fully recharge.** And we looked at two key disciplines for leaders to follow to maintain energy - Rest and Time Away.
4. **Obstacles**

In this session, I am going to show you the 3 challenges every leader must confront to apply learning to their life and work. From our work with leaders over the past 20 years, these are 3 areas in which most leaders don't realize they have a problem.

So we are still looking at reasons leaders struggle to apply learning...

5. _____ . Leaders that take action can become leaders
_____ .
6. Low _____ .
7. Not _____ .

4 reasons team members think their leader isn't listening:

1. They aren't _____ .
2. They aren't _____ .
3. They aren't _____ and resourced
4. They don't know _____ .

Bonus Tip: Teach your team members to ask you – _____?

This Question Does 3 Things:

1. It **lets you know your voice feels heavier at the moment than you intend.**
2. It gives you the **opportunity to reassure them their job isn't in jeopardy.** That you're simply giving them feedback so they can improve next time.
3. And, if they are in trouble, it **provides an opportunity for them to improve** – before it's too late.

It's often painful to hear what people have to say about you and your leadership. But **there is no growth without pain.** And **there is no leadership without growth.**

Listen first. Then you will know how to support them, how to communicate what's expected, how to train, and how to resource.

Fast Action Steps

1. What is one area in which you've been stalled, and you need to take action immediately?
2. What is the next step you can take in this area?
3. Who have you made yourself accountable to? Who have you given permission to speak into you life work, and leadership?
4. Who can you add or invite into your accountability?
5. What can you do this week to demonstrate to your team that you are listening?