

Lisa Lewis:

Welcome to Let Go Lean In, my podcast designed with transformational leaders like you in mind. I'm Lisa Lewis, your transformational leadership coach. In each episode, you'll find help growing awareness of your mindset as a leader, be equipped with a tool to let go of unrealistic expectations and self limiting beliefs that get in the way of your one precious life. My goal is for you to thrive as you lean in toward the leadership call God has put on your life. Join me and other leaders as we let go and lean in together.

Lisa Lewis:

Well welcome to part two of this special episode I titled, You Know You're A Leader When... Ten Characteristics of Effective Leadership. In part one of this episode, I outlined all 10 characteristics briefly and told you that in my humble opinion, they belong in three different groups. The first one I labeled core values and those two characteristics are integrity and courage.

Lisa Lewis:

The second group I put together of the remaining eight characteristics belongs in the category I labeled emotional intelligence. And those characteristics are self-awareness, gratitude, empathy and respect. And in the second half of this episode, we're going to take a look at the characteristics that I put in the category called skills. And I'll tell you a little bit more about each of these, but they are ability to delegate, communication, learning agility and influence. I hope you find some benefit from recognizing what characteristics you already possess, but then also seeing or perhaps growing your awareness of an area that you can develop still. So thanks for tuning in for part two. And here's the rest of the episode.

Lisa Lewis:

Emotional intelligence has character traits that can be developed. One might argue they can also be seen as skills, but they're so subtle that they're hard to identify except in either their absence or presence. It's not obvious unless you're really looking for them, but particular four are skills that you can learn. You can take courses, you can practice by reading a book and starting to lean into that. The concept of delegation as a leader is essential. If a leader tries to do more than what is in their wheelhouse to accomplish, they hinder their team. If you think about the idea of a funnel as a way to put in an amount, whether it's a sand or liquid. A large amount goes in and then it comes through a narrow opening so that it doesn't overflow what it's being funneled into. Well, that narrow place is where things can get stuck. If you are a leader who tries to do more than what's on your plate, then you are going to be that narrow place that causes all the rest of the flow of work to get stuck. So delegation is essential.

Lisa Lewis:

Part of what happens in that is tied to mindset. And we'll talk about that another time. So many times leaders think, well, if it's meant to be it's up to me and that isn't helpful to an organization and it's definitely not a part of transformational leadership. So beyond the ability to delegate is good communication. Now that is both verbal and written. As well as, not just the use of the English language, but communication in the sense of paying attention to the subtleties when you are with people. So much of communication is nonverbal. And right now, as we are doing so much digitally, rather than in person, it's challenging as a leader to read your people without being with them to really check out their body language, to listen for the tone, to pay attention to their eye movement. Some of the subtle things about communication that you can learn. So good communication skills, yes in speaking and in reading

and in writing. But it's also paying attention to all the nonverbal cues that come in conversation and in meetings.

Lisa Lewis:

The third characteristic that I mentioned that goes in here is learning agility. Now that's not talking about you being agile and able to walk on a balance beam. Although sometimes when you're a leader, you do have your stakeholders on one side and the influencers on another. And so you are like on a balance beam, but this is actually talking about your ability and agility to be learning new skills, new traits, new people, new procedures. So as a leader, you're a learner. That's a huge characteristic of transformational leadership. And then the final one is influence.

Lisa Lewis:

Now this one has been a characteristic that has been taken out of context, as far as leadership. That characteristic of influence might be seen as a person who can wield authority over someone else. In this setting, in talking about these 10 characteristics being woven together, influence is more along the lines of compatibility, understanding back to empathy as a skill in emotional intelligence. The influence of helping others learn what they need to learn, challenging them appropriately and helping them continue to move forward in their own leadership development, as well as the work that is set before them.

Lisa Lewis:

So these 10 characteristics are quite a long list and yet I imagine you already possess over half of those. And in that you might not see yourself as a leader because of prior experiences. And my hope in presenting all this information in all the different podcast episodes and interviews with other leaders, my hope for you is that you see yourself rightly. That you recognize that you've been wired to be a leader. These characteristics, if we went through and really examined the character of our ultimate leader, our King Jesus, you would recognize, yep he has integrity, he had courage. He demonstrated influence and empathy. Oh my goodness. Yes. Empathy, respect of individuals. You could go through the list and see, oh okay. You have those characteristics already because God has called you forward to be a leader.

Lisa Lewis:

So if there's a place where you feel, that's really not me. That might be a mindset or perspective that you need to let go of and lean in toward the call of God on your life, as a leader. We'll talk more about this in upcoming episodes because these character traits are so essential as a leader. So thanks for being with me today.

Lisa Lewis:

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