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# CHANGE

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## 10 Things to STOP Doing in Your Leadership

March, 2017



**Plus...Articles from the UXL Blog:**

[Bad Bosses! How to Overcome 3 Type of Bad Boss Behavior](#)

[10 Diplomatic Ways to Say NO](#)

[5 Tips for Job Hunting While Working Your Current Job](#)

**What makes a great leader? Is it their charisma? Ability to effectively delegate? Team-building skills? Motivation and drive?**

Many factors go into making a superb leader (I touch on some of these in a past post that [compares leadership to a Thanksgiving turkey](#) and a post on being a [heart-based leader](#)). It's hard to agree on just one or two attributes that make leaders great. However, there are some universal DON'Ts when it comes to leadership.

These are the things that hold leaders back from stepping into their best selves. These are the factors that stand between a leader with a lot of potential and a leader who is *living* their potential.

**Here are 10 things that you, as a leader, need to STOP doing today:**

### **1. Stop withholding trust**

Many leaders feel like they must do everything themselves because they don't completely trust their team to do a good job. Have faith in your team and let them do things their way. You may be pleasantly surprised by the results.

### **2. Stop assuming everyone thinks or behaves in the same way**

Even if your team does not appear diverse on the surface, it doesn't mean they don't have diverse ways of thinking, processing information, and interacting with others. Be sensitive to different people's communication styles. You may have to coax some people into sharing their ideas more than others (More about bridging communication differences in this post about [Insights Discovery](#)).

### **3. Stop being the only voice in team meetings**

During your next team meeting, try stepping back and letting others express their ideas and opinions. Open the floor to brainstorming or problem-solving. Act as a meeting facilitator, not a ruler.

### **4. Stop closing your door**

Metaphorically speaking, a great leader should always keep an open door. That means you are interested in communicating with your team and listening to their ideas. Build your reputation as someone who *genuinely cares* about the voices of others.

### **5. Stop ignoring skill development**

Ensuring your team has quality, ongoing training to develop their skills is important for a number of reasons. For one, it keeps them fresh and relevant in their industry. It also demonstrates that the company cares about them enough to invest in their futures.

## 6. Stop taking on too much work

Learning to [say no to certain projects](#) and delegating specific tasks to capable individuals are big parts of effective leadership. You cannot and should not do everything yourself. Focus on your sweet spot (why were you hired in the first place?) and developing your team.

## 7. Stop focusing on the short-term

Good leaders focus on tidying up the short-term; great leaders strategize and plan for the future. Investing in your team's development, for instance, is a great long-term strategy because it helps with talent retention and productivity.

## 8. Stop being content

Always strive for personal and professional growth.

## 9. Stop doubting yourself

Strong leaders are confident in their decision-making and abilities. Banish your [self-saboteur](#) and start trusting yourself. But [don't confuse confidence with cockiness](#). Recognize that you may not always be right or you may not be the most skilled person in the room.

## 10. Stop ignoring your heart

Leadership is not only a mental exercise; it should involve your heart as well. Show that you care, in earnest, about your work, your team, and your clients. Be your [authentic self](#) and practice heart-led leadership. You might be surprised by the power of authenticity.

Take a few moments to let these leadership lessons settle in and reflect upon what YOU would like to change in your leadership. What areas need improvement? Or more awareness? Please feel free to [contact me](#) for more leadership advice.

To leadership!

A handwritten signature in black ink that reads "Margait". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Looking for more career advice? Please feel free to [get in touch](#).

## Coming Up...

### [Insights Deeper Discovery Workshops!](#)

Are you interested in learning more about legacy? Or self-exploration, team dynamics, leadership, and more? Details on the [Intentional Discovery website](#). If you're interested, please [Register Today!](#)

## Upcoming Workshops:

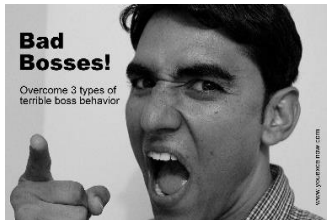
[April 6th](#)

[June 22nd](#)

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## From the UXL Blog...



### **Bad Bosses! How to Overcome 3 Types of Bad Boss Behavior**

At some point in your career, you've probably encountered the dreaded "bad boss." I'm going to look at three different bad boss behaviors and show you ways to overcome each scenario.

[READ ON!](#)



### **10 Diplomatic Ways to Say NO**

When you're bogged down with commitments and your work-life balance is suffering, it's time to put on the brakes and start saying no. Here are 10 diplomatic ways to do so...

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### **5 Tips for Job Hunting While Working Your Current Job**

How do you balance your time between everyday work and job hunting? It's not always easy, but it can be done *effectively* and *tactfully*...

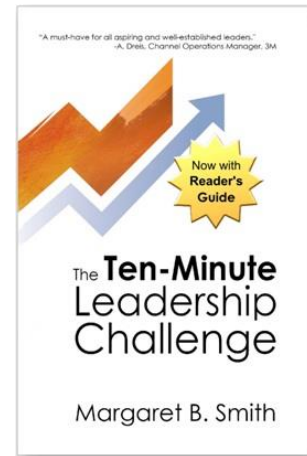
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**UXL's mission** is to create leaders, promote positive change, and enable businesses and individuals to transform their dreams into reality. **Margaret Smith** is a career coach, speaker, author, licensed [Insights Discovery practitioner](#), and adjunct professor at St. Kate's University with 27 yrs experience as a Senior Leader for 3M. [Learn more about Margaret and UXL.](#)

**The Ten-Minute Leadership Challenge** is an instructive and interactive book meant to guide and motivate you to **achieve your full leadership potential**. Let this book be your constant companion as you learn **useful tips and gain valuable insights** to help you develop into a savvy business professional and a confident leader. Start your journey to success today. **Do you have ten minutes?**

[Click for more information on the Ten-Minute Leadership Challenge](#)



Margaret is the co-founder of the TAG team <http://www.tag-mn.com/>, a group of accomplished coaches that guide individuals and organizations to reach their peak. She runs TAG with acclaimed coach [Karen Kodzik](#).



Margaret is a licensed Insights Deeper Discovery practitioner. She guides individuals undergoing a transition through her program, [Intentional Discovery](#), co-founded with [Dr. Jean Davidson](#) (Davidson Consulting and Coaching).

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