



Leading Yourself First

Andy Stanley

“We face our greatest leadership challenge every morning in the mirror,” said Andy at Leadercast Live 2018. He believes we can be difficult to lead because we’ve mastered the art of deceiving ourselves and justifying our poor decisions.

Direction, not intention, determines destination, he said in his talk. We all want to end up somewhere on purpose, so we have to define values that can become a perimeter around our behaviors, thoughts, work and relationships.

Great leaders last because they lead themselves first, said Andy, and exceptional self-leadership is key to sustained influence and performance.

3 Decisions We Must Make to Lead Ourselves Well:

- 1) **I will not lie to myself, even when the truth makes me feel bad about myself.** Exceptional self-leadership requires brutal honesty with oneself.
- 2) **I will prioritize what I value most over what I want now.** Exceptional self-leaders lead themselves toward what they value most, not what they want now.
- 3) **I will not attempt to lead myself by myself.** Exceptional leaders do life with people who are moving toward similar values.



Pursuing Your Purpose

Carey Lohrenz

In her talk at [Leadercast Live 2018](#), Carey said that identifying and staying aware of our purpose—whether it’s found in a fighter jet or a boardroom—is essential to success. It’s critical that we keep our purpose at the forefront of our minds, pursuing it relentlessly.

“If you lose sight of the most important work you should be doing, you lose the fight,” she said.

We cannot allow any distractions, including the opinions of others or the potential for failure, deter us from our mission. When we’re afraid to fail, we miss valuable opportunities. “Plus, facing challenges builds confidence,” said Carey.

We will all experience setbacks somewhere along the way, but Carey pointed out that it’s what we do *after* failing that determines where we will end up.

Carey’s Game-Changing Thoughts:

- A great attitude doesn’t guarantee your success, but **a negative attitude kills your ability to adapt.**
- The people who tell you that you **can’t** are usually the ones most afraid that you **will**.
- **Don’t be bold and courageous all the time.** It’s exhausting.
- **A good leader makes decisions for the best interest of the team,** not for their *own* best interest.

The Gift of Life

Dr. Jim Loehr



Mark Twain once said the two most important days of your life are the day you're born and the day you find out why. Jim wants to add a third: the day you intentionally decide to align your life and energy with that *why*.

In his talk at [Leadercast Live 2018](#), Jim said we need two coordinates to navigate through life: 1) discovering where we're going or how we are "getting home," and 2) understanding where we are *now* relative to that home destination.

Happiness, health, achievement and being a good person are the most commonly stated life goals. It *is* possible to accomplish all four of those desires if you let your moral and ethical character be the center of your life from which all decisions are made. People with a sense of purpose beyond themselves have good health, achieve much and reach a level of happiness that's indescribable.

Muscles of moral and ethical character are just like muscles of the physical body. We need to exercise our muscles of caring, compassion and integrity so that our "scorecard is brilliant in the end," said Jim.

Insightful Nuggets From Jim:

- Great leaders like Gandhi and Martin Luther King Jr. weren't pushing for happiness. **They were pushing for something they believed must happen.**
- **The only way to win is to win with character.**
- **You justify the gift of life by giving it away.** Your life was never about you in the first place.



Conquering Fears

Dr. Mae Jemison

Being afraid of heights would stop some people from becoming an astronaut, but not Mae Jemison, the first woman of color to travel to space.

She came face to face with her fear at an early age. In order to take the dance classes she desperately wanted to be part of, young Mae rode there and back on an elevated train through downtown Chicago. Later, she was asked to jump off of 15-foot platforms to train for a space mission.

She recalled asking herself, “**What is more important to me? Being afraid or being an astronaut?**” She chose the latter, determined not to let her fears outweigh her goals.

Harnessing fear is a part of figuring out how to corral, protect and value your energy, Mae explained at [Leadercast Live 2018](#). Each of us has to take ownership of our own physical, intellectual and emotional energies.

“**You can’t doubt yourself,**” Mae said of facing challenges. “**You just have to dare to do it.**”

More Wisdom From Mae:

- It’s difficult to be **creative** when you’re really **fatigued**.
- What do you do with your place at the table? **You use it.**
- We have to be able to **lead**, but we also have to be able to **follow**.

Are You Self-Aware?

Ian Cron



Ian believes understanding yourself is crucial to being able to lead yourself and, ultimately, others. It's all about **self-awareness**, he said at Leadercast Live 2018, a term he defined as ***“understanding your personality, who you are, and the ability to monitor and regulate your thoughts, feelings and actions in real-time.”***

Beyond helping us lead, self-awareness is essential for any kind of success in life, said Ian. He believes that the Enneagram is the best tool for understanding ourselves better, and described it as a template to begin conversation about who we are.

Ian cautioned against growing stale in our own self-awareness. It's important to revisit the concept of self-awareness regularly, since it's a lifelong journey that requires continued reflection as we change and grow over time.

3 Questions to Ask to Become More Self-Aware:

- 1) How wide is the gap between **how others see me** and **how I see myself**?
- 2) What do **others know** that **I need to know** about myself?
- 3) How often do I check-in on **my own self-awareness**?

*Click [here](#) to take Ian's Enneagram assessment and learn which one of the nine personalities best describes you.

A photograph of Jen Bricker, a woman with long dark hair, wearing a red sleeveless top and shorts, sitting in a wheelchair on a stage. She is smiling and looking to her right. The background is dark with red and white curved lines.

Facing Your Obstacles

Jen Bricker

At Leadercast Live 2018, Jen shared her story of being born without legs. After her birth, she was abandoned by her biological parents before being adopted by one of the 299 couples who were on a waiting list to adopt her. Though her life could have taken 298 other paths, Jen said she's confident that she landed in the right family. Her parents instilled self-worth and value into her life from day one, and they modeled good character for her and her three brothers.

Through their example, her parents taught her that **we all have the power to speak life or death into others with our words**. Each of us has an audience we're impacting, and once we become aware of it, we need to do something about it.

We all have talents, abilities and values, and though we can be deceived into thinking some are greater than others, Jen said **the truth is that we are all equal**. The same is true with obstacles. Jen's obstacle was being born without legs, but yours is something completely different—but both are still obstacles. We all have challenges to overcome, but also gifts to share, which means we're all meant to inspire and motivate, said Jen. It will look different for each of us, and that's OK.

3 Truths From Jen:

- 1) We have to **experience the everyday, ordinary moments of life to have big, explosive firework moments**.
- 2) **Everyone can motivate** because everyone has someone who identifies with them.
- 3) Use what you're good at and what you love to **change someone else's life**.



Building Self-Awareness

Kat Cole

Giving yourself and those closest to you permission to change is essential to leading yourself well, said Kat at [Leadercast Live 2018](#). Too often leaders are not self-aware and are also out of touch with day-to-day operations of their teams, which results in a long lead time for initiating any positive change.

One way Kat bridges this knowledge gap is to regularly check-in, which she defined as providing a safe space for those around you to talk about how you can improve. To check-in with your team, ask questions like, “**What can I start? What can I stop? What can I continue to do in order to be better for you?**” Kat checks in often with colleagues, but also does so with her husband and friends.

The **hotshot rule** is another exercise Kat finds beneficial in leading herself. In this exercise, she envisions that someone better qualified takes over her job and imagines what this *hotshot* would change about the way things are done. She shares the results with her team and puts at least one change into motion as a result.

The Benefits of Checking In and the Hotshot Rule:

- These exercises demonstrate **awareness** and **vulnerability**, which Kat says we need more of in the workplace to create a greater connection among teams.
- Processing through these exercises not only inspires the leader, **it also inspires the team**.
- Lastly, **checking in and the hotshot rule drive results**. Kat says there’s improvement every time she completes these exercises.

Self-Care Is a Discipline

Michael Hyatt



Self-care is imperative, said Michael during his talk at [Leadercast Live 2018](#). He defined self-care as “the activities that make for a meaningful life outside of work while contributing to greater performance at work.”

Many leaders have bought into the idea of the ***hustle fallacy***, believing that more work equals more gain, but Michael presented research that proved the opposite. Too many hours at the office lead to physical and relational pain, and self-neglect. **Productivity, he says, is less about managing time and more about managing energy.**

Michael shared that his own life changed when he adopted the ***double-win truth***: the idea that work and self-care are symbiotic. Work gives confidence, joy and financial provision, while self-care gives you a clear mind, creativity and a well-rested body, enabling you to be your most productive self.

Practicing good self-care by sleeping enough, eating well, and engaging in meaningful hobbies and relationships gives us *more energy* to perform well, *more edge* to be creative, and *more endurance* for sustainable health and success.

3 Ways to Unlock the Benefits of Self-Care:

- 1) **Make a commitment** to taking good care of yourself.
- 2) **Set hard boundaries** around your workday and weekends to protect your margin.
- 3) **Set a goal** of sleeping eight hours a night.