

Let's Dive In:

Are you
performing
leadership—or
practicing it?



3

Normalizing What
Really Matters

WHEN YOU ARE
NOT IN
THE ROOM



The
Hidden
Story
of What
You Are
Really
Building

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It Looks Like Leadership. But It's Just the Script.

When your actions don't match your words,
people follow the wrong cues.

WHAT THEY HEAR

*"We value
collaboration."*

*"We Lead
with Empathy"*

*"Everyone's
voice matters."*

*"We take
Accountability
seriously."*

*"We are
Transparent"*

WHAT THEY OBSERVE

Cutting people off
and interrupting

Pressure overrides
listening & context

Same people
make all decisions

No one owns
the problem when
things go wrong

Information hoarded
and selectively shared



It's not the speech. It's the rehearsal they believe.

The Unseen Impact

Contradictions teach more than intentions:

When you **say** one thing and **tolerate** another,
they learn **standards are optional**.

→ ***Hold the line, even when it's uncomfortable.***

When you ask for **feedback** but never **act on it**,
they learn **listening is performative**.

→ ***Respond with visible action.***

When you **preach values** but avoid the **hard calls**,
they learn **alignment is negotiable**.

→ ***Live your priorities, especially under pressure.***

When you **demand accountability** but **dodge your own**,
they learn **leadership is about rank—not example**.

→ ***Model what you ask of others.***

Every behavior writes a script

Are you acting out values—
or actually living them?

You're Remembered for what You Allowed.

Because in **leadership**,
every **pattern** becomes **permission**.

Behavior sets the bar
Tolerance reveals the truth
Repetition writes the **culture**

What you leave behind
isn't shaped by your **intentions**.
It's shaped by your **example**.

Live the message. Because they already are.

(Truth 3 of 7 - Stay tuned next week.)

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