DG Dream Goals

6 Shifts to Develop
a Leader's Mindset

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Your mindset is the lens through which you see possibilities. Change the lens, and you'll change the outcome.

1. Focus on Delegating Tasks Instead of Only Doing Things Yourself

You may have tremendous technical skills, but those skills won't carry you as a leader. Getting great results from a team requires a completely different skillset. The primary measure of your performance isn't how many sales deals you close, how much code you write, or how excellent your analysis is - it's how many deals your team closes, how much code your team writes, and how excellent your team's analysis is.

This may seem like a simple shift, but many leaders struggle with it. To some, all those meetings with direct reports and across-team conversations don't feel like "real work."

2. Don't See Your People Merely as Resources

Nearly every decision you make at work impacts your direct reports' lives, not just how they spend their working hours. Leaders have the power to influence people's livelihoods, professional growth, careers, and personal happiness. It may sound daunting, and it can be, but consider the opportunity: every time you help someone overcome a challenge, achieve a goal, take on something new, feel more capable, or become more engaged at work, you're improving their life - not just getting work done.

Take the time to get to know your direct reports. Understand what's important to each person and how you can help them thrive. The more you support others in succeeding, the more you'll succeed as a leader.

3. Choose Your Words Wisely - Your Feedback Influences Others' Behavior

Are your direct reports performing well? Doing exceptional work? Is there room for improvement? While they have their own perspectives, they're also looking to you - the one accountable for assessing their performance - for feedback to help them grow.

Effective feedback is one of the most powerful tools a leader has to shape behavior. It clarifies expectations, provides insight into the consequences of actions, and offers clear guidance on areas for improvement or emphasis. It also serves as a strong motivator, showing your team that you're attentive, recognizing their efforts, and genuinely invested in their development. However, many managers fail to provide enough feedback, despite its crucial role.

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It's not just what we say, but how
we say it that truly matters.

4. Always be Learning, Even When it's Uncomfortable

A leader's role is so multifaceted that it's impossible to excel in everything. To complicate matters further, the context of each situation is key - what worked with one person or in one scenario may not apply to another. However, what you can master is learning from mistakes, adapting, and improving over time.

It's also valuable to recognize areas where you might be weaker. For instance, maybe you're great at solving detailed problems but struggle with influencing higher-ups. If that's the case, focus on enhancing your ability to advocate for yourself and your team, while resisting the urge to get involved in every detail of your team's work.

5. Leverage Your Resilience to Navigate through Uncertainty and Change

As a leader, you're expected to be in control, but with shifting strategies, restructuring, and unclear priorities, it can feel like you're losing control. Still, it's your responsibility to guide your team through uncertainty. If you panic or pretend everything is fine, your team will sense it and may become disengaged.

Be aware of how you react to change, manage your emotions, and assess the situation calmly. While you may have limited visibility, your team has even less, so it's crucial to communicate openly with them about what you know (and don't know) to lead them effectively.
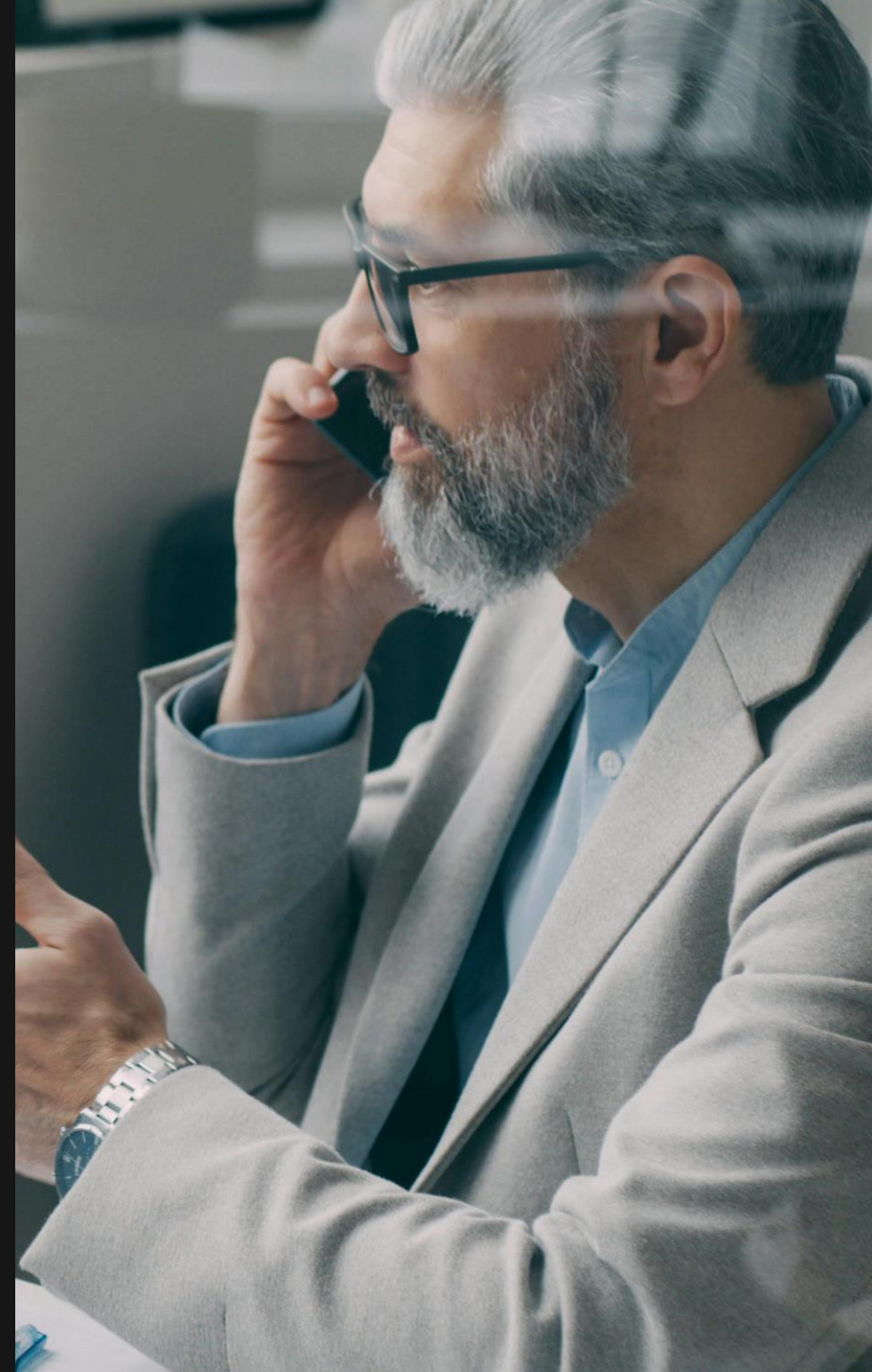
6. Manage Your Energy to Work Sustainably and Avoid Burnout

As a leader, your work gets fragmented by meetings, interruptions, and constant switching between big-picture thinking and daily tasks. Despite your best efforts, your to-do list often grows longer. Trying to keep up, you might skip workouts, eat at your desk, or let work spill into evenings and weekends. While this may feel productive for a while, it's unsustainable and sets a poor example.

Prioritize your time and remember that self-care is essential for maintaining focus, managing emotions, and making good decisions.

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Leadership is a marathon,
not a sprint.

Dream Goals provides leadership development solutions that will transform your business and change the way you and your teams work together. Our world-class learning solutions - delivered Live-Online or Live In-Person - are designed to build exceptional leadership skills at every level of your organization.

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