



Leadership Presence

Directions: You can enhance your leadership presence by asking yourself the following:

Am I aware of my inner critic?

- ✓ Become attuned to this running commentary to relax its grip on you.
- ✓ Don't allow your inner critic to sabotage your leadership behavior.

Are my actions and energy undermining my spoken word?

- ✓ Be authentic—"walk the talk."
- ✓ Be aware of how others are feeling.
- ✓ Become conscious of your nonverbal cues:
 - Posture
 - Hand gestures
 - Movements
 - Facial expression
 - Proximity to others

Am I listening for understanding?

- ✓ Move tablet computers, phones, or other devices so they are not between you and the speaker.
- ✓ Listen generously by turning off your own inner dialog.
- ✓ Lean forward and make eye contact.
- ✓ Indicate that the speaker has your full attention by nodding your head and offering prompts: "Go on." "Tell me more."
- ✓ Ask open-ended questions.

Am I taking a "learner" or "judger" mindset?

- ✓ Suspend judgment and take a neutral stance.
- ✓ Observe the facts of the situation.
- ✓ Do not conflate the facts with your narrative about the individual.