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.