

# 67 ways to be a leader 'on purpose'

By Monica Wofford

**W**hat you do as a leader is extremely important. Why? Because, in a sense, you are contagious.

Everything you do rubs off on those you lead. You serve as the model for how they are supposed to behave, and what you do to lead your practice is how they seek to lead your patients.

True leaders have an attitude that others catch; have skills that others want to catch; and are often unaware of people watching their every move.

Those in your office watch what you do, even more so than what you say, and it happens without much awareness, almost by accident.

Many skills and attributes can make you a better leader. However, the key critical element for effective

## **Leading by example will pay off for your patients**

leadership is not communication, not coaching skills, not even awareness. Instead, it is followers.

Since that is the case, focus on those folks and make sure you are doing what makes the most difference to them and to your customers.

The way you lead those you have the privilege of leading directly affects how they will treat every person who walks into your office.

Just think: What would you be if you had a leadership title and had no followers? Where would you be if you had a big pretty office and no patients? The obvious answer: Alone — not exactly how you picture a leader.

Instead, be a leader of followers on purpose — a leader who leads them to achieve a purpose.

Leaders with willing followers typically have employees who complain less, stay longer, and produce more. That is just what any number of these steps will help you achieve.

1. Call employees "those who work with you."

2. Stop calling employees "my employees," or "my people."
3. Create and write measurable goals together.
4. Make sure the goals you create are subject to change with your approval.
5. Celebrate the achievement of all goals.
6. Hire the right people for the right jobs.
7. Encourage mentors at all levels.
8. Provide value to employees before you need value from them.
9. Be genuinely interested in the needs of employees.
10. Have sincere desire, authenticity, and integrity in what you do, or you will fail.
11. Know that all your endeavors will not be easy and will not happen as you planned.
12. Recognize that not all followers will agree with what you want.
13. Consider the opinions of others in all matters.
14. Find the leaders on the team you lead that have no title.
15. Infuse a need to grow by teaching, rather than by giving answers.
16. Allow for errors and mistakes at many levels.
17. Inspire persistence even after the first, second, and third rejection of an attempt.
18. Keep a cool head even when the world is falling apart.
19. Communicate assertively, but not in an overpowering fashion.
20. Avoid sucking things in until they become like a volcano with explosive readiness.
21. Realize that "home is not where you go when you are tired of being nice to people!"
22. Remember that your body continues talking long after your lips stop moving.
23. Adhere to the ratio that you have two ears to one mouth, and use them proportionately.
24. Ask more questions than you give advice.
25. Seek input from those closer to the problem than you are.
26. Listen to the grapevine often and regularly.

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