The Hardest Person to Lead

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As you join, tell us in the chat where you're dialing in from.

You.

I've become convinced that the hardest person I will ever lead is myself.

Four questions

When someone asks the right question, the answer usually shows up pretty quickly. The difficult part is deciding what you're going to do with it.

Grab a pen and paper

Your answers stay private

Close one other tab

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AGENCY

Every time I give responsibility for something I can control to someone else, I give them a little bit of my agency with it.

QUESTION 1 OF 4

What part of your life are you waiting for someone else to fix?

Write it down. Ten seconds. You don't need to share it.

The Grown-Up Fear Translator

What we say	What it sometimes means
"The timing isn't right."	I'm scared.
"Let's gather more data."	I'm scared, with footnotes.
"I'm being prudent."	I'm scared, professionally.
"I just need to think about it."	I've been thinking since 2022.

In the chat: add your own translation

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QUESTION 2 OF 4

You probably already know the answer to this one.

What action have you been ignoring?

Write it down. Ten seconds.

Now I have to consider

Delivery | Timing | Empathy

ONE HONEST CHECK

Am I saying this because it needs to be said, or because I need the satisfaction of saying it?

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QUESTION 3 OF 4

Who do you need to sit across from and have an honest conversation with?

Write down their name. Just the name.

My Personal Standard

I will work out four days a week.*

**Terms and conditions apply. Standard does not apply on Tuesdays, during finals week, budget season, or any day I feel tired. Standard may be renegotiated by me, with me, at any time and without notice. Individual results may vary. Mostly they vary.*

Drop a laughing reaction if you've written your own fine print

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Nobody is checking whether you worked out.

Nobody knows whether you did the preparation.

Nobody knows what you said to your spouse.

Nobody knows whether you kept the commitment you made privately.

Nobody knows whether you did what you said you were going to do.

YOU KNOW.

QUESTION 4 OF 4

What standard have you been negotiating with yourself for so long that you've almost stopped noticing you're doing it?

Take your time with this one

Which one found you?

1 What part of my life am I waiting for someone else to fix?

2 What action am I ignoring?

3 What conversation am I avoiding?

4 What standard am I negotiating?

In the chat: which number found you today? Just the number.

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You lead people every day.

Make sure you're leading the hardest one.

Thank you

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Before you go: one thing you'll do this week. Put it in the chat.