



Between the Lines

The Inside Story

THE SCRIBBLER - PHIL DiDOMENICO'S WORDS TO LIVE BY.

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Are you OPINIONATED?

"And if I am, so what, take me the way I am, and guess what, you really have no choice, I am your supervisor. I made it to this point in the company so my doctoral manner, my assertive attitude and inflexible stubbornness must have paid off. Oh, you can give me your ideas and thoughts but mine are the only ones that count".

Wow, does this person work for us? I hope not, but any degree of this behavior is not good.

Everyone wants to be heard and their opinion valued, as a leader you don't have to supply all the solutions, you owe it to your staff to allow them individually and or as a team to come up with the answers.

Let's say the goal is to get from 'A' to 'B' - the democratic approach: "this is the goal, we are at point 'A', find your way to 'B', and get back to me." The autocratic approach: "this is the goal and this is how I want you to get from 'A' to 'B'."

You can always be in control without being aggressive; if their ideas are unethical or not good for business and may have some faults you should point out the consequences and pitfalls and allow them to rework it. Keep your opinion to yourself until they work it out. If you give it before hand it limits their initiative because they will think no matter what, your mind is made up and they don't want to go against you.

Don't be petty, it gives the impression of narrowness, meanness and lack of significance, it holds people back from expressing themselves and being creative.

In any work environment a leader is judged by the accomplishments of their staff, department and the overall success of the company. That is where you as a coach get the glory

"If you are going to be a leader... be a leader."

**Eleventh Commandment:
I Shalt not engage in petty behavior.**