

# The CHOICE Connection

Positive strategies. Practical solutions.

constructive  
**CHOICE**  
Jean Strosinski, PhD, PCC



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## Quotable Quotes

*"What lies ahead of you and what lies behind you is nothing compared to what lies within you." ~ Gandhi*

*"If you do things well, do them better. Be daring, be first, be different, be just." ~ Anita Roddick*

*"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others." ~ Jack Welch*

*"Developing self-confidence is always the preliminary to becoming a leader, but don't let it become overconfidence, the first station on the track leading to arrogance." ~ John Adair, *Develop Your Leadership Skills**

Dear Jean,

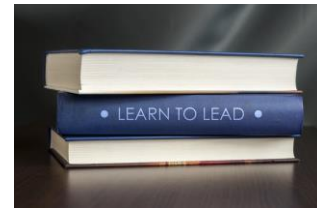
Does anyone specifically take a stand in their life and announce that they will become a Leader? I imagine a few individuals do - those who know they want to start their own company, play a role in politics, or pave the way for a cause. Of course, just because a person chooses any of those paths or others requiring a Leadership role, does not necessarily make them a Leader. It takes more than being in a Leadership role or saying one is a Leader to be one.

Last month I wrote about some skills unique to a leadership role. This month I will explore how an individual begins to apply these skills and develop themselves to be acknowledged as a leader. Let's continue to follow the thread of the top five skills we explored last month - communication, delegation, positivity, creativity and commitment. We might be fortunate to have others in our lives mentoring us and supporting our development as a leader. Yet, in the end, we are responsible for owning our development as leaders. I challenge each of us to consider how we bring our leadership qualities to show up every day.

With Joy,  
Jean

## Self-Leadership - Developing Yourself as a Leader *by Jean Strosinski*

I came across a lot of articles as I researched and prepared for this month's topic of Self-Leadership. It is important first to understand that a Leader's primary goal is to move teams, groups, and organizations to some desired outcome or performance. People - moving people - could there be a more challenging task?



There is no shortage of articles and lists on how to develop your Leadership style. What is a Leadership style all about, anyway? Reading through the articles a few commonalities begin to show up about what it takes to develop oneself as a leader.

First, to develop yourself as a leader, you have to become aware of who you are. Interestingly enough self-awareness is also the first leg of your journey when seeking out your career. It isn't an overnight process to discover who you are - what you like and dislike, what you want and need to be fulfilled. It is a process of discovering the truth of who you are - your strengths, your qualities and where and when you show up as your best self.

Along this path of discovery, you also begin to learn what is important to you, what you are passionate about, how you will creatively attain what you dream of, and more importantly, what you will share of yourself with others. Your actions begin to speak much louder than what others actually witness or hear you say.

It soon becomes obvious to many around you what you believe deeply. They will begin to recognize your boundaries - what you are willing to stand for and the strength of your commitments. Others will take what they see and hear and begin to describe you. You may notice you have followers - those who believe in what you want, because they also want what you have for themselves.

You are certainly tested along the way. Your boundaries are tested. Your communication is tested. The value of your contributions is tested. How you respond, what, or whom you respond to brings more clarity to who you are and how you influence others in your world - those among your teams, groups and organizations you live and work in.

There is, of course, no one right way to develop yourself as a Leader. Your development path as a Leader is as unique as the strengths you bring to your Leadership role. How influential you are as a Leader is more often aligned to how well you know yourself and how willing you are to step into a role - one that demands the Leader within you step out and shine.

I know personally the challenge it takes to own one's Leadership style. Next month I will share a personal journey of my self-leadership development - what others saw and what I was so reluctant to acknowledge. Stay tuned.

## **Tools and Resources**

### **FROM THE BOOKSHELF**

[Maxwell 3-in-1 Special Edition \(The Winning Attitude/Developing the Leaders Around You/Becoming a Person of Influence\)](#) by John C. Maxwell, (2000).

*Three books to show us "...how to recognize and attain the winning attitude to overcome life's difficulties, win people over, and turn problems into opportunities," "...how to identify and train potential leaders and foster a productive team spirit," and "...learn simple insightful ways to interact more positively with others, and watch your personal and organizational success go off the charts."*

[Leadership and Self-Deception - How to be a Better Leader](#) by Ethan Richards (2012).

*"Managers are there to manage a team and implement ideas and structures. A leader will state his vision and direction to inspire others and motivate them to reach a common goal. Are you someone who manages a team successfully but would love to lead and inspire others onto greater achievements?"*

[True North - Discover Your Authentic Leadership](#) by B. George and P. Sims (2007).

*"A concrete and comprehensive program for leadership success and shows how to create your own Personal Leadership Development Plan centered on five key areas."*

[Working with Emotional Intelligence](#) by Daniel Goleman, Ph.D.

*"For leaders, emotional intelligence is almost 90 percent of what sets stars apart from the mediocre."*

### **THE INTERNET CONNECTIONS**

[Leadership Part II: Developing Your Leadership Skills](#)

Toastmasters International Leadership Program

[Top 7 Steps to Develop Leadership Skills](#)

[10 Ways to Become a Better Leader](#)

[13 of the Most Common Styles of Leadership](#)

## **Reflection**

If developing your leadership style requires you to be self-aware, then take some personal,

quiet, reflective time to sit and consider the answers to the following questions.

1. Why is being a Leader important to me?
2. What do I believe about myself?
3. How would I rate my top leadership skills from 1-5 with 5 being "Excellent?"  
Remember the top Leadership Skills are Communication, Delegating, Positivity,  
Creativity and Commitment.
4. What do I stand for and also commit to?
5. What is my life legacy?
- 6.
- 7.
- 8.
- 9.
- 10.

The challenge to develop your own personal Leadership style is also to determine what matters most to you. Questions 6-10 are left blank for you to write your own questions and then answer them.

Go ahead and have fun with this. You have more questions about your development as a Leader than I do and I also know you have the answers to those questions. I would love to hear your thoughts and insights.

## Choose To

...become self-aware...communicate more effectively...delegate when you really don't have to...choose the positive path in your language...create with others...commit more strongly to your commitment of development...model leadership for others...develop another on their path to Leadership.



## March Joyful Observances

[Honor Society Awareness Month](#)

International Ideas Month

[National Craft Month](#)

Optimism Month

Spiritual Wellness Month

National Write A Letter of Appreciation Week (March 1-7)

Celebrate Your Name Week (March 1-7)

[Girl Scout Week](#) (March 8-13)

Shakespeare Week (March 16-22)

National Cleaning Week (March 22-28)

International Listening Weekend (March 26-28)

American Crossword Puzzle Days (March 27-29)

[World Book Day \(March 5\)](#)

Check Your Batteries Day (March 8)

Organize Your Home Office Day (March 10)  
No Selfies Day (March 16)  
[International Day of Happiness \(March 20\)](#)  
National Mom & Pop's Business Owners Day (March 29)

## Administrivia

My Constructive Choices Audience...

- \* Professionals wanting to be at choice in their career and daily work,
- \* New managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- \* Individuals wanting to sort through the choices, build a more fulfilling life, live their voices, and...
- \* Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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