



## **Respect: a Cornerstone to Effective Leadership**

**By Ann Golden Eglé, MCC**

**November 2016**

It's time to step away from the bullying and finger pointing that has bled from our political world into our places of work.

As a leader, it's natural to have a constant eye on what can be improved, how each individual on your team can enhance their performance, or how to take your productivity to the next level.

Emotional intelligence tells us that the most effective leader demonstrates a healthy balance of 75% positive to 25% negative attitude in both thought and action.

**“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” John Quincy Adams**

A leader who acts with integrity and respect easily earns respect from others.

A leader who is disrespectful is easily disrespected. My clients in leadership positions are surprised at discovering the many ways they demonstrate disrespect every day. At the same time they're puzzled when they don't have the respect of their colleagues and team.

Would you respect a leader who is: not fully present in your interactions; not prepared for, continually late for, or too often cancels your meetings; disregards your needs; rarely returns phone calls, emails and texts in a timely manner, and is always too busy to listen?

Through a series of articles, Inc.com has outlined a number of simple ways to earn respect. Here are a few I'd like to share with you, along with my thoughts:

**-Admit to being wrong.** Truly respected servant leaders are secure in admitting when they are wrong, when they have made a mistake or when they don't have the answer. To them, it's more important to find out what is right than being right.

**-Listen first, speak last.** Well-respected leaders are unassuming and already know what they think. They want to learn more, to tap into the knowledge, ideas, and strength of others.

**-Shine the spotlight on others.** The most remarkable leaders are not seeking self glory, knowing that they never fly solo. They know what they've accomplished and that true validation comes from within. They celebrate accomplishments of others, which boosts both confidence and productivity in others.

**-Ask for help.** Asking for help is an acknowledgement of others' talents and skills. Respected leaders are secure enough to know their weaknesses and that they cannot be all and know all.

**-Engage their people.** Highly respected leaders show a true interest in their team, individually and collectively. They are in the game with them, picking up the pieces where need be. Nothing that their team does is below them. Each individual on their team has access to and feels validated by these leaders.

When employees feel respected they are more likely to respect their leader, thus being happier, more creative, and working more diligently to accomplish a shared goal they believe in.

The most effective leaders know that respect is vital to their success and that earning respect takes time and effort. One cannot demand respect. It is earned over time.

I urge you to never take respect for granted. Live it, insist that everyone on your team treat one another with utmost respect. Be the strong, respectful leader that your people deserve, crave.

*Master Executive & Leadership Coach Ann Golden Eglé, MCC, has steered highly-successful individuals to greater results since 1998. President of Golden Visions & Associates, LLC, Ann can be reached at 541-385-8887 or subscribe to her newsletter at [www.GVAsuccess.com](http://www.GVAsuccess.com).*