

LEADERSHIP BY DOING

by:

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Doing-based leadership and being-based leadership are frequently confused by leaders. Our actions do not always reflect who we are. The approach compels a leader to go inward and pose the probing queries that foster emotional development and self-awareness. Leadership that is emotionally developed and self-aware is much more likely to have a good effect on the organization. Additionally, based leaders keep a clear line between who they are and what they do.

Every leader has their true self concealed beneath them. When leaders start to expose the layers of their identity, they will be able to realize that they are much more than what they do. Leaders are living, breathing creatures, and exceptional leadership can only spring from the core of the leader's nature. But it's still not clear how to distinguish between doing and being. Focusing on "being" as a leader does not imply that you are not "doing," in fact, you cannot be about "being" if you are not "doing" as a leader. Because they cannot BE without doing, leaders must DO. However, our feeling of self-worth and the motivations for our behaviors are more directly correlated with being than with doing.

Leaders should achieve results via both their being and their doing; yet, when a leader is BEING based, success flows naturally from what they do. Success, regardless of who leaders are becoming, is the ultimate aim when they behave in accordance with their ideals. When a leader is action-based, followers are at a disadvantage. Grounded leaders are more considerate, courteous, and sympathetic. Being based leaders take ownership of

the responsibilities and tasks assigned to them out of gratitude. Doing-based leaders want affirmation and encouragement for their initiatives.

When they set the bar for excellence that they want their team members to aspire to, they lead by example. You can enable your team to perform at its best by upholding high ethical standards. Your employees will see that what you say and do matter if you lead by example.

References:

Bernard, C. & Goodyear, N. (2008). Principal as a supervisor. Social science education/ Academic counseling and supervision.