

Approaching Leadership with Competence, Character, and Consciousness

THE "HOW-TO" OF BRINGING OTHERS ALONG WITH THE 3CS

Set the frame with your team by doing a teach-back on the "c-suite" of how great leaders develop **The 3Cs: Competence, Character, and Consciousness**. The happy byproduct of a teach-back is that you get it in your bones while bringing others along.

Impact

Foster growth, encourage self-awareness, and empower individuals to become impactful leaders in their circle of influence.

Set aside dedicated time

Allocate specific time for discussions on competence, character, and consciousness within your team. This allows everyone to participate actively and ensures the topic receives the attention it deserves.

Explore shared meanings

Encourage an open dialogue to develop a shared understanding of the concepts. Ask questions such as:

- What does it mean to develop consciousness as a team?
- What kind of character are we currently modeling?
- What character traits do we aspire to exhibit?
- How is our competence manifesting, and what opportunities for growth can we identify?

Embrace an open-minded approach

Encourage each member of the team to recognize that the rest of the organization views them as a team and that teams have their own character. How does the team react to unexpected events? What is the character of the team when everyone and no one is looking?

Identify inconsistencies between mindset and behavior

Reflect individually on situations where your inner thoughts, beliefs, and values align with your outer actions. Similarly, recognize areas for personal growth by identifying where they don't. Ask yourself:

- Where can I be more courageously authentic?
- Where do I tend to second-guess myself? What happens when I do?

We are complex, evolving creatures who thrive with directed development. The best leaders in the world constantly evolve how they think and then act on their insights.

Identify obstacles and mindset challenges

Recognize that the competency for change lies within the team, but consciousness and mindset can hinder progress. Encourage reflection on personal and collective obstacles. Ask, "How are we getting in our own way?" and then seek solutions to overcome these barriers.

Cultivate supportive practices

Develop mental and physical practices that nurture the ability to stay focused on the outcomes that matter the most, even when you are stressed:

- Try box breathing.
- Use a physical reminder, like a rubber band around your wrist, to prompt yourself to take a creative stance and overcome reactivity.
- Take time for a guided meditation session, readily available on wellness apps.

Coach a mindset of "never finished, always improving"

Encourage your team to embrace ambiguity and adaptability as the new normal. Foster a mindset of continuous improvement:

- Shift from annual planning to shorter cycles for increased adaptability.
- Reprioritize tasks and projects regularly based on changing circumstances.
- Focus on critical tasks (ones with a high likelihood of impacting future success, and the timing to address them is now).
- Develop a core competency in knowing when to "stop doing."