

# TODAY'S LEADER

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Today's leader is inclusive. Inclusive of other's feelings. Even a strong leader must be disciplined enough only to take up only their 40%, especially if they want to work with other strong individuals. Otherwise, they will only be able to work with followers. They will usually end up feeling they have to do most of the work themselves. Also, because the people they attract are mostly 20% people, they will constantly be looked towards for guidance. This approach is very destructive in today's workplace environment.

If we are working with a 20% person, we must have the discipline to stay in our 40% emotional space and to coax, encourage, and inspire them until they take up their 40%.

*Coaxing* means letting the person know, gently, that we think they're OK and we want to play with them. We say, "Come out and do something with me," or "Come, talk to me. I'm not as tough as I look." We let them know we're safe for them to be with. *Encouragement* lets the person know they're doing well. We give them a lot of acceptance and approval for what they've done well. We focus on their strengths, not their weaknesses. We focus on the effort, not the results. We tell them we like them and that we want to keep working on the relationship with them because it's something valuable to us. *Inspiration* entails storytelling. Either our story or someone else's. Think Horatio Alger.

A leader should be careful when telling a 20% person what's wrong with them. Since they're playing victim, they will be even more sensitive to rejection. It will drive them back and they will feel abandoned and betrayed by us. We should never go into their 50% of emotional space. In fact, the only time we would ever conceivably have a reason for going into anybody's emotional space would be in an emergency. For example, if someone were about to commit suicide and we went in to stop him or her. There are few valid exceptions to this rule.

## THE RULE

Remember, if we're at less than 40%, we're out of our personal power and easily manipulated. We turn ourselves into a victim. If we're at anything over 50%, we'll be turned into a villain by others, who will either flee us or prepare for war. Only when we play a 40/40 game will we eliminate subconsciously driven, highly destructive dramas.