

Speaker 1 ([00:02](#)):

Hi there. Welcome to Mindset Monday. This is Jayme Dill, and this series is all about helping you to create a success mindset and the habits and skills that go with it so that you can create the business and life that you've always wanted.

So today we're going to talk about another gap. So I've talked about gap and gain before, but again, just to remind everybody, the gap is the difference between where you currently are and where you want to be. And today we're going to specifically talk about the leadership gap because I hear about it all the time, and I think I've even spoken about it maybe before, business owners, executives, CEOs telling me: "I want more. I know there's more possibility for my business, for my team to eliminate some of these hassles for my own leadership because I fear that I'm not showing up as the leader that can really create these teams, these results, move through and make decisions and stop with the doubts or the bouncing against the same frustrations over and over."

And they'll ask me sometimes: "Am I capable?" I think we talked about this last week. "Can I really do this? Are my abilities, my skills, my qualities, my habits workable? Are they there to help me reach my plan or my vision?"

It's one of the things that people really appreciate from me is direct feedback about what's lacking. And with the idea in mind is we're identifying that so that we can develop it, not just so that you can go home and feel like crap about yourself. None of that allowed. So we know that there's this gap. And what we do about that is the challenge, right?

Because we know that our business is asking for more. Maybe the results aren't there, that we want the team's squabbling. There are symptoms you are experiencing in your business, I always say to my clients, it's a call for more leadership.

So we identify this gap between where we are and where we want to be as a business, but then we do it as a leader as well. And I look at three areas, three big areas:

First, the inner skills. That is where is the clients, the person that I'm talking to, where's their self-awareness around their capacity to create and hold a vision for their business, their capacity to hold themselves steady through the rollercoaster of business. They're capacity to be resilient to emotionally regulate, to communicate effectively, to have positivity. So not so that they're Pollyanna, but that they can motivate and inspire through a vision and an aspiration. So these are some of the kinds of inner skills that I'm looking at. Even quality development. Can they develop a trustworthiness if they have a history or a challenge in that area, right? Identifying challenge areas.

The second area is business skills, right? Do they know how to put together a good strategic plan? Do they know how to analyze their financial statements, work with metrics, make good decisions for their business? Create, I was going to say consensus. But we're not looking for a consensus, but do they know how to enroll others and create agreement around decisions. Get

input. How do we create a decision-making model that works for us and our team, and there's a whole host of business skills, but I'm evaluating them. Where is this particular client, this person that I'm talking with, where are they on the essential business skillsets that they need in order to develop their business to where they want to go?

And then the last area that I really evaluate is team assessment. Not only looking at do they have the right people in the right places doing the right, that old right seats, the right butts in the right seats, I don't remember what it is, but looking at are the right skill sets in place? Are the right qualities in place on their team? And then also, do they know how to build a high performing team? Do they as a leader have the skills and the understanding of what creates a high functioning team? How do I start to create really a team dynamic and not just a bunch of direct reports, but a team that's working cohesively together?

So those are the three areas that I evaluate and look at. So what happens when as a leader, we ignore developing these skills, right? Or we ignore the fact that there are symptoms all over the place that these skills are lacking or not fully developed within us. Symptoms of not hitting your goals. Low profitability. Teams squabbling. A lot of times these symptoms, the owners will point the finger, they'll call me up or the CEOs will call me up and they'll get into kind of a kvetching and a blame thing. And hey, you know what? We're all human. We can all kvetch, we can all blame. But the leaders who really take it on and say, I own this and I am seeing this as a call for more leadership out of me.

Those are the leaders that overcome these outcomes, these subpar outcomes, and overcome these frustrations and are able to move through plateaus to get an enthusiastic staff that's trusting them and hit the goals that they want.

It's one of the huge pleasures in my coaching is to guide and move a leader through that. Because seeing them feel worthy, confident as a leader and really going from a place of self-doubt and maybe a little wobbly and into a place of like, "I've got this. I'm leading my team through this."

So as I speak today, if you're feeling like, oh man, I'm really hearing it, I am feeling that gap that she's talking about, reach out. It is not necessary for you to experience that. You can develop specifically the skill sets, the habits, the qualities that will make you a successful, competent, confident leader. So I look forward to hearing from you.

I'll be back with you next week on Mindset Monday. Thanks so much.