

Hello, this is Jayme Dill and welcome to Mindset Monday. 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 you've always wanted.

I want to first remind you of a business leadership framework that I use very often with my clients because leadership can get so complex, so convoluted, so there's so many concepts out there that I find that when you're in the midst of action like my business leaders clients are, we need to have a simple framework to clarify what the hell we're up against, but also at the same time, help us simplify the complexity. And so what I usually use is this framework that we're actually leading three things when we're leading a business.

We're leading first and foremost ourselves, which is what I'm going to talk more about today.

Secondly, of course, what gets a lot of attention is we're focused, we're leading business results rightfully so, what the heck are we doing here?

And third, in order to create business results, we're leading other people. And often when we talk about leading other people, we think direct reports, right downstream of us, right? That's not what I'm talking about here. I'm talking about your whole sphere of influence. And as an extraordinary leader, your sphere of influence should be bigger and bigger and bigger to all stakeholders within the business.

So with that framework in mind, I want to talk about the importance of self-leadership, or what I call inner leadership because it's so critical for both your personal wellbeing and your ability to drive relationships and through those relationships, extraordinary business results.

If you are like the leaders that I work with, you are under constant pressure. Sometimes we thrive in that pressure. Sometimes it allows us to grow and sometimes it just flat out overwhelms us. As leaders we need to move the business forward, rally the teams, create the teams, stay ahead of the curve. So if we're very real with ourselves, it can be draining. It can even be a roller coaster ride, even a love hate relationship that we develop with the business, with a business often that many of you have founded.

This pressure, this roller coaster ride can lead to all kinds of unproductive thinking, unproductive emotions and self-sabotaging behaviors. And when those sneak into the equation, they limit our capacity to enjoy the business, to have personal wellbeing and to lead the business results. It makes so much sense, but often what I experience is when I check in with the owners of "How are *you* doing?" which is the foundational question to inner leadership, right? So often they're like, "yeah, yeah, I'm fine, Jayme, let's focus on this, or we'll focus on that."

Again, the other issues are important, but we need our own foundation to move from to build the from. So it's a total game changer. It's the internal foundation that keeps you moving from feeling stretched, thin, uncertain, overworking, being more emotionally reactive, and therefore, when you're in all of those things, you're not listening, creating relationships, really developing and utilizing the influence that you need as a leader.

So moving from there, that unproductive reactivity, from being in that place to operating like a world-class, CEO, being calm, being decisive, being unstoppable, what I called with my clients a calm in the center of the storm.

The difference between those two extremes is not necessarily skills and techniques that we get from traditional leadership training. It's not necessarily processes. Sometimes processes and delegation and business things can help, but mostly it's about the capacity to look within and know whether we're pulling on our inner resources or if we are drained, scattered, and no longer in touch with the inner resources that we all have. And without these tangible skills and mindsets that you develop, when you look at and work on inner leadership, without them, you can face a lot of the challenges we've talked about.

The framework that I use in developing inner leadership with my clients is to go through looking at, I hate to use the thing of a wheel. For some reason, wheels feel overused, but there's areas that we need to look at. Am I leading myself in these areas?

1. Do I have a strong capable self awareness, but also a presence that I emanate, a presence of stability, calm, I've got this kind of thing. It's important to have that self-awareness, but also that leadership presence. So that's pillar number one.
2. We're also looking at are you utilizing your mind as a tool or is your mind just dragging you all over the fucking place? Like most of our minds do, an untrained mind will be reactive, it will be unfocused. So we get into how do we create and really develop a CEO of your own mind.
3. Then we're looking at emotional wellbeing. Those two are really closely tied together, but most of us have emotional habits, either stuffing stuff and I'm fine, I'm fine, or stuffing and then blowing up, or just being really emotionally volatile and over reactive, and those are the key areas that I look at.
4. As well as something to really be understand about yourself is what's your physical tolerance? So often we just power through. We work long hours, we skip exercise, we skip eating well, things like that that have a huge impact on our energy, which has a huge impact on our capacity to produce results. I learned this early in my coaching career from a client that was an ex baseball player, semipro, can't remember, but when he started business, he continued to treat his body with the same kind of athletic, the same way that he did as an athlete, because he realized the importance of having your physical balance in place so that you had the energy to tap into that allowed for clarity of thinking, energy to get through the day, patience, all kinds of good stuff that we don't have when we're fried, overextended, and not taking care of ourselves physically.

As you can see, when we break it down like that, or I hope you can see, rather than just focusing on ordinary leadership training, which is important, how do I communicate, how do I resolve problems with other people, et cetera, et cetera, rather than just that. We're looking at this inner leadership because fundamentally taps you into awareness. But more importantly, upgrade your operating system so that you have this elite inner leadership, becoming a great CEO, rockstar CEO, one of my clients calls it, right?

So you're showing up with a commanding presence and you're getting phenomenal results, and you have the influence that other people want to listen to, you want to follow. That all leads to a level of

confidence, a level of authority not being authoritative, but having authority within your organization, and you're leading with conviction.

So here's the key. As you embody this inner confidence and the capability, you create a massive ripple effect on your business. As you embody scattered mindset, a lack of authority, emotionally reactive, overextended, and burnt out, you also have ripple effects in your business. So which do you want for yourself, for your business, and for the people that you influence through your business? I bet you want the first, which is allowing you to build rock solid teams, attract lucrative partnerships, improve operational excellence, drive up revenue, all kinds of great stuff comes from that.

So exceptional leaders all have one thing in common is they've mastered this, they've mastered themselves, and they've done that, not because they were born that way, but because they made a conscious effort to develop themselves as leaders starting here. So if you want to play a bigger game, if you're frustrated by the business results that you're currently getting, if your team is, I was going to say sucks, I'll say sucks. We know each other well enough to know I talk this way. If your team sucks or members of your team suck, then don't go outward first. Don't go out looking at the problems. Absolutely, that's important to do at a certain point. But first, go within and develop your leadership skills of self-leadership, inner leadership, because that's the foundation that you're going to use to develop all the others.

Shoot me an email, let me know what you think about this. Let me know what you've done to develop your inner leadership, or maybe you haven't and you're experiencing some of the challenges. But stay in touch and I'll see you next week. Thanks so much.