**YGT episode 138**

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I'm your host. Dr. Kitty litter. On this episode. I want to apply my radical self-trust taxonomy concept to leadership and in a couple. Episodes I've talked about radical self trust in relationship to writing and also in relationship to teaching so I can link to those in the show notes. But as I take on leadership positions in my own institution, and as I talked with other leaders as I'm coaching them it's becoming really apparent to me how important it is to practice radical self trust when you are in a position of leadership and also the through practicing and cultivating radicals of trust.

You become a better leader and people recognize that and ask you to take. On more positions of leadership. So I'm going to walk through the six different ways of cultivating and specifically relate them to what it means to be in a position of leadership. So the first one is about seeking self-knowledge and this is about really knowing your own personality your core values your strengths your weaknesses, and I can't imagine a more important thing for a leader than to know where they Excel and where they don't because oftentimes leaders have people that they are directing that there are people under them that they're delegating to and a lot of leaders that I see in higher education are definitely more Visionary people who aren't necessarily in the.

Doing part anymore. They've kind of risen up to a level where people under them are doing more of the work and they're kind of directing it or they're the Visionary for that work and knowing that about yourself knowing if you are a Visionary person or if you kind of excel in the doing part. It can be an important thing to know as you're getting into a leadership position.

This was something that was really challenging for me. When I first started directing a unit was I like to do things. I like to be in the work and I had to really pull back on that and delegate to other people and make sure that I was supporting a team of doers and that I was providing Vision. So knowing kind of about yourself what you prefer to do where you Excel and especially where your weaknesses are is.

We important as you're shifting into leadership roles. A second element is living your core values with intention and this is aligning what you think is important with what you're doing on a day-to-day basis. Now, this is something that I think is so important when you are transitioning into a leadership role to be basically walking the talk.

If you think something is important you really need to be showing it in your words and your actions so that the people around you first of all trust you because that's a huge part. Of leadership, but also that they respect you. They respect the decisions you're making and they feel like they understand the rationale behind the decisions that get made when you're in a leadership position and a big part of that comes from living out those core values.

Now, this is something that can be really challenging to do because in leadership roles. You may not have a lot of time or you may feel very rushed or stressed or. That it's difficult for you to embed core values into your day-to-day work when you're really just trying to get things done and check off the boxes of your to-do list, but this is something that I think really sticks out to people and they notice it when it's happening and it's what I think sets certain kinds of leaders apart from other kinds of leaders that they're living their core values in a way that people can really recognize that.

Now the third area is nurturing your superpowers and this is investing in and holding your strengths. Now, this is something that I think can be really challenging for leaders because you get to a certain part of your career and you're not always investing in professional development for yourself anymore.

You're worried about the professional development of others or you're in a position where you're really. Your disseminating things more you're sharing out your kind of a figurehead for an organization or a unit and so you're not necessarily focusing on nurturing your own superpowers because in some ways your superpowers are probably what got you to where you are and so you're just kind of coasting is not the right word, but you're relying on them a lot.

And so you're probably practicing your superpower is alive. Throughout your day to day work, but it doesn't mean you're doing it in an active way or in a way that feels intentional or purposeful. So this is one of those areas that I see a lot with leaders that it may have gotten them to where they are.

But they may not even recognize that these are their superpowers and so they're not actively kind of nurturing them and and growing and strengthening them over time. The fourth area of cultivating radical self trust is practicing loving kindness towards yourself and towards others and this is another one that I think it'd be really challenging for leaders because it falls into the area of practicing things like self-care and with a lot of my coaching clients.

This is like the first thing that goes out the window when they get really stressed or when they have a lot going on in their lives. Is they will give up their gender their gym time. They'll eat lunch at their desk. They will give up personal time to answer work emails. There are a lot of things that can definitely infringe on self-care and I see it happen a lot with leaders.

I also think that it can be challenging to practice loving kindness towards others when you're in a leadership role because you can get really focused on the objectives in front of you and there are very simple things that I think can come into leadership roles in this way, like knowing people's names and referring to them by name, especially if you're leading a large organization that kind of thing can be very important expressing gratitude is another really important part of this.

And again, it's just stuff that can fall to the Wayside when you're stressed when you're focused on other things. So I think those are a couple important components for leaders to consider related to this taxonomy. V area of cultivating radical self trust is playfully experimenting and this is about taking calculated and creative risks in order to learn more about yourself the world around you and I definitely think that this fits incredibly well into leadership positions, but it doesn't make it easy because I think the farther up you go the more risk-averse you might become because there's more at stake and you don't want to make a mistake and especially for people who feel.

A little bit of imposter syndrome about their leadership like some someone's going to figure me out and realize that I'm not really the leader. They thought I was or that I'm not the right person for whatever role it is that you're leading in it's challenging to playfully experiment because it feels really risky and it feels like you could be putting things at risk that you don't want to put at risk.

Now at the same time I also see a lot of positions in leadership where Innovation is embedded. It is definitely a huge part of what is needed to make sure that you're moving an organization or a unit forward in the right direction and that takes playful experimentation. So part of this has to do I think with organizational fit and are you in a place as a leader where not only do you have the confidence to take this kind of risk and to playfully experiment but the you have the support of the people around you to try things and if they don't work to learn from them and to shift quickly into another Direction and sometimes this is not just about the individual but about the organizational culture and how much risk is willing to take on for the sake of things like Innovation and creativity.

Now the final area is settling into your life's purpose and this is about making a commitment to contribute to the world through your particular constellation of strengths and abilities. I often find that leaders who have embraced the concept of leadership and who really feel like they're in the right spot for them.

This kind of naturally comes out. This is one of the I think benefits of taking on a leadership position. At the place in your career where it feels right to you. It feels like the next kind of natural progression for you people who don't feel a sense of imposter syndrome who do feel like they kind of stepped into the next role for them often have this sense of settling into their life's purpose and feeling like this is the role that was meant for them to take on at the stage in their career.

So I think in some ways this kind of final area of cultivating radical self trust is very aligned with the idea of leadership because. Many people it's a journey to get to the place where you are being asked to take a leadership position and once you get there and you're kind of settling into that, it feels like the right place for you.

Now. This is not always true, especially for people who feel a sense of imposter syndrome. Around the idea of leadership. It can take a while to kind of settle into it. And I think this is where going back to the concept of nurturing your superpowers is really important to think about what was it that brought you to this place and also to be living that leadership role really in alignment with your values is going to help it feel more comfortable for you.

It's going to help it feel more meaningful that it's really aligned with the things that you care about and that you think are the most important. Gordon's and oftentimes it means that you're advocating for something outside of yourself. And for many people that's a really important component of their leadership.

So those are just a few ways that I see radical self-trust really aligning with this concept of leadership if you are a leader or if you want to be a leader, I would love to hear your thoughts on this. You can always email me a contact at Katie Linder dot work. You can tweet to me it Katie double underscore lender.

You can connect with me on Instagram @ KD underscore lender, or you can write me a letter at Katie Linder PO Box. 1621 Albany, Oregon nine seven, three two one. I would really love to hear from you as I continue to develop out this taxonomy. It's helpful for me to hear examples also to hear pushback from people who don't see this quite fitting for them or just examples of things that I hadn't thought of before so definitely share with me what you're thinking and thanks so much for listening.

To this episode. Thanks for listening to this episode of you've got this show notes and a transcript for this episode can be found at Katie Leonard at work / podcasts. You've got this is part of the radical self-trust podcast Channel a collection of content dedicated to helping you seek self-knowledge nurture your superpowers playfully experiment live your core values with intention practice loving kindness towards yourself and others and settle into your life's purpose.

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