

## Five Steps to Authenticity - A Brief Overview

What if you could tap into all of your strengths and preferences - and at the same time, tap into the best that others have to offer - including the wonders that a diverse workforce can reveal? What if you could lead people in a natural and authentic way? You can. Start now...

Here's a process that can move you from being a "re-actor" to a "pro-actor" and help you to unleash the most powerful leadership skills you could possibly hope to possess.

**Step One:** Start with yourself.

Be open to the idea that you are a unique individual with a bounty of wonderful attributes. Also be willing to explore the idea that there are some aspects of "who" or "how" you are that might not be fully understood (by others, or even yourself), and that the impact you have on others is not completely under your current control.

**Step Two:** Learn about others.

We each carry an amazing number of assumptions about other people. By taking an inquisitive stance toward your relationships, you'll begin to uncover fascinating things about everyone who affects you in your life. You'll become more attuned to the things that you love about people you work with, as well as the things that seem to irritate you.

**Step Three:** Slow down your internal "automatic" responses.

Learning to question your own assumptions, and letting curiosity become your guide could be two of the most important skills for you to learn. By identifying the "triggers" that set you down a pathway of reaction, you can slowly re-learn different ways of responding - ways that you (and hopefully others) will find much more satisfying and productive.

**Step Four:** Take a risk.

Speak your own truth without devaluing the truth of others. Once you've begun to master your emotional responses to various stimuli, the next step is to "put yourself out there" - in an authentic way. The more you are able to lower your guard and speak frankly, the more others will do the same with you.

**Step Five:** Become an advocate for others.

The natural progression of this process will engender a passion within you to help others on the pathway of finding their own unique voices. The more frequently you can support others in the expression of their true feelings, the more "heard" and valued they will feel. You will also find that people will begin gravitating to you - looking to you as a leader that not only listens, but acts authentically.