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insecure, leader, work, behavior, team, individuals, talk, insecurity, person, fears, conversation, limelight, influence, relationship, act, business, driving factor, simply, perspective, overcompensate



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Welcome to another episode of legendary leaders. Thank you for joining me today.



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I want to talk about



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insecurities.



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I think we all have them from time to time.



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But what I'm talking about is letting other people's insecurities impact your emotions, or drive, you know, any action that you take, especially in business. Now, in the previous podcast, we talked about individual sending emails that are disrespectful. And we typically try to find out why right? Most of the time, it's due to their fear and their own insecurities. But I want to go a step further. You know, getting an email can definitely be part of what I want to talk about today. But I'm just talking in general, about working with individuals in any capacity. Right could be a direct port, could be appear.



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Could be you know, so supplier,



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someone that you work with in business, the relationship doesn't matter. Okay, but the bottom line is that this is an individual that you interact with on a regular basis. And unfortunately, for whatever reason, this person is an insecure leader. Okay? And how do we know they're insecure? Well, let's look at their behavior. Typically, these these individuals, and let's talk about women for a second. I'm going to target this more sore towards women.



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Most women who are insecure,



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tend to talk about what other women are wearing,



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right? Or how her



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hair looks, or oh my gosh, can you believe she was seen with so and so so and so? Right? So there's a lot of gossip there



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about that individual.



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most insecure leaders, however, he was a leader, most insecure individuals. Okay, let's put

it that way. most insecure individuals will talk about people to make themselves feel better. Okay. They will do everything that they can to put themselves at the center of attention because they so need praise and to be valued. And the reason why they need it from others is because they're not finding it within themselves.



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Right? Think about that. Because



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I am a very secure leader, I'm a very secure person, I'm sure you are as well, just overall, not not arrogantly, so but just comfortable in my own skin. Right. And because of that, whenever I work to achieve something, or I work to support someone, you know, from a leadership perspective,



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I don't need to be visible.



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Quite frankly, the son of a good leader is a leader that stands in the shadows, simply encouraging and supporting



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the people on stage. Right.



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You know, we as good leaders are sort of waiting in the wings. We're behind the curtain and we're whispering the lines to the main characters because we've worked so hard to help ensure that they're awesome on stage. That's what good leaders do.



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Now, insecure individuals



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will want all of the limelight to shine on them. Okay, at the detriment of their team, as well as to the detriment of anyone around them. You know, there's it's cutthroat, you know, there's no one that is off limits, except maybe the supervisor, okay? whomever they're trying to get attention from, that's the person that that they won't really try to negatively influence too much. But if you are in the way, definitely realize that their insecurity will shine by talking about you



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stealing your ideas.



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That's very common,



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with insecure individuals, taking credit for things that they didn't do, but you probably did. And then working in all these ways, to simply be seen as the person now, here's the other thing that you're going to find with an insecure leader and I want you to think about it because I know you've run into someone It has insecurities in a very damaging way. Right? And so when you run into them, not only are they trying to be the number one attention getter, but they work really hard to act like they know everything. You think about that. Right? We as humble leaders, and and confident leaders. We don't we don't not only do we not need the limelight, but we also know what we know.



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And know what we don't know.



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And we're comfortable with that.



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Because we know, we don't have to have you know, the answer to every single question, or every single part of our business, we know that we can find the answer. And that's where our confidence comes from. But insecure leaders feel like they have to inject themselves and say, Oh, I know that or I knew this or you know, I think we need to do it this way. And we will quickly see through all the information They're volunteering, that they do not know what they're doing. And so I have always found that interesting because, you know, for an insecure leader who really should



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almost hide,



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right, if they're insecure, and sort of hiding and learning, they put themselves out there to overcompensate



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for their fears. And so then everyone knows that they don't know what they're doing.



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Right?



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So you see all of these behaviors, and you see this happening around you. Maybe you have in the past, maybe you're seeing it now. But these behaviors, you know, can frustrate you. And they can definitely impede your progress. If it's someone that you've hired, it can absolutely impede the progress of your team.



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And so I want you to be cognizant of



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the behaviors of an insecure individual. I really don't want to call them a leader anymore because I don't feel like that's a good quality of leader. So I don't want to attribute that to a leader. Let's just say insecure individual. I'm going to work really hard. To say it that way. So insecure individuals, what happens if they are again if they're on your team, and they continue to essentially be disruptive because I consider that behavior disruptive center of attention talking about other people having to act like they have the answer when the answer is not right. Not really being a team player, I think that's what it really comes down to, if I think about it, they're not in it for the betterment of the team, and to deliver on the mission of your company. They're really there to get attention. They're there to improve their status,



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or, you know, whatever makes them feel good.



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And so what I will tell you is a couple things. Number one, when you have people around you like that, if you have the ability to go have a conversation influence that and it's the right thing to do.



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And only you will know that, okay,



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only you will know if you have the ability to influence now if it's a direct report that's so easy, absolutely. You have the ability if it's appear, you know, Feedback is tough to give to a peer, sometimes at least a peer that won't be receptive. And usually, in situations like this, people have a hard time being receptive again, it's due to their insecurity. You know, they don't want people to find them out. And yet you have, right?



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Or I mean, it could be someone that you're working with just in



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a in a business relationship from from an influential perspective. So you have to decide how you want to handle it. But if you have the ability to go have a conversation, I would encourage you to do that. And the conversation needs to be focused on Hey, we appreciate what you do and what you bring to the team.



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I appreciate it so much.



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But I need you to understand that I've hired this group of people because I need you to work together as a team. I don't expect you to have all of the answers. No one has all the answers. I don't have all of the answers. Okay, but I need you to understand that we come together as a team,



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and I need you to have the attitude



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of a team player.



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If you have concerns or you're worried about something, please come talk to me. That's what I'm here for. I'm here to help you. But I need you to think back and reflect and decide how your behavior is going to change. Okay, right. As leaders, we challenge the behavior, we tell them it has to change, I need you to decide how your behavior is going to change, because the way that you're interacting with the team right now is disruptive.



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And you're starting to damage your personal brand.



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And I need you to think about that before it becomes too late. Because once the team has enough of the way you're acting, it's going to take a very long time



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for you to regain their trust



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and their desire to work with you. And if that happens, and they simply choose not to want to work with you anymore, there's going to be very little that I'm going to be able to do for you as your leader. Okay, you You will have created this environment that I will not be able to help you get out of. So



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right now this conversation that I'm having with you,



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I'm having it to help you. I'm trying to help you before it's too late. So please, you know, take tonight, come back tomorrow, and let me know how your behavior is going to change. Because this this attitude, and your fears or your desire to act like you know, at all, or whatever the case may be, right, I'm not going to speculate, I just know that the way that you're approaching is is not with a team attitude, whatever it is, it's driving you. I need you to come and have a conversation with me about it so that I can help. But the bottom line is that it's got to change. Okay. Now, I've had several conversations like that throughout my career, as you can tell, but again, the point of it is to understand and this is how I work. I like to understand what the driving factor is with someone who is insecure. And I really do truly want to help them Get on the right path. Because you if you think about it for a second, the times in our lives when we have been afraid and feeling a little insecure, and those are miserable moments, you know, those are lonely moments. Those are hard moments to be in. And so you have to step back and just look at it from human perspective and say, Man that that person is having a very hard time I hate they're in this place. So go be a good leader, or appear and help them get back on track.



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Okay, have the conversation. Now, if



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they decide not to change, or they simply can't change, you have a decision to make relative to your team. Okay, you do, you've got to make that decision and your best interest lies in taking care of your total team, because your total team is going to take care of your customer and they're going to take care of your business. And you cannot allow relationships, friendships or anything else to cloud your judgment when it comes to someone that could possibly damage In the relationships you have with your customers, or overall your business. And if you have a team of six people, and there's one person on that team that's causing problems,



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would you rather keep the one and lose the other five?



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Would you rather lose the one and keep the five?



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Because that's what it will, it will eventually come down to you, if you're not careful.



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You will keep trying to help this one person overcome their fears, and allowing the poor behavior. And as a result, the top talent that really is doing all the work and driving all of the performance that you need out of that team. They're going to have enough of it. And they're going to go find an environment where they're appreciated, and they're not challenged, and they're not battling. Because no one wants to deal with that at work, no matter how good the environment is otherwise, no matter how well they're paid. You know, no matter how much they enjoy working for you and for the mission that you've created, they're going to leave because they just want peace. Okay, and everybody deserves that at work. So think About that, do you have someone on your team or

someone that you're working with? That is very, very insecure. Okay, and they're really trying to influence everyone else around them, including you. As far as the behaviors and the way that you react, and, and so on and so forth. If you do, my challenge to you is to react in a way. That's the calming force that addresses the behavior



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and helps them get back on track.



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It's not going to be easy. It's a tough conversation.



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But if you truly care about that person, it is the right conversation to have.



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And they will let you know



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what steps you need to take next,



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if they're going to change if you can help them



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or if they simply cannot overcome that fear, and that insecurity and they may be better suited working somewhere else. Okay.



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Thank you for listening. I appreciate you joining me today.