



## 6 Rosh Hashanah Leadership Resolutions

Many of us have the desire to achieve more in 5782, and if you are in a leadership capacity of any kind, even as an individual contributor, there are few things that you control that will help you to achieve those goals as much as improving your leadership ability. So here are 6 things that you can resolve to do in order to become a better leader.

1. **Don't forget your strengths.** We tend to think of making improvements by correcting weaknesses, yet the best leaders stand out with the presence of great strengths. That is not to say that correcting a weakness or fixing a flaw isn't useful, but consider your strong points and how to leverage and build on them. If you don't know them, ask a colleague or two that you trust.
2. **Stop multi-tasking** when engaging with another person. Having multiple windows open while working on a computer doesn't offend other open windows. Yet doing the same when people are involved has the effect of leaving them feeling they are less important. When engaging with other people, don't email, text, or pay attention to someone else. Provide your undivided attention.
3. **Be the role model of key behaviors.** You are being watched. All the time. Everything you do. No, it is not big brother; it is the reality of being a leader. People are paying close attention to your behaviors to determine what is acceptable and what is not. Make sure when they imitate your behavior that it is healthy for the organization.
4. **Work on your character** as seriously as you work on your competency. Your competency will take you only as far as your character can sustain you. Take time to work on your character. Chose a time to reflect, journal and grow. Ask others how you're doing: What's it like to be on the other side of me? If you're prepared to hear the truth, you'll grow. If you only work on your competency, you become better at work. But if you work on your

character, you become a better person.

5. **Spend less time in meetings.** Meetings are often the enemy of your real work. The reason you work evenings and weekends is because you didn't get your work done during the day, in great likelihood because you were in meetings. Take a look at your schedule for a random week two months ago. Now look at all the meetings you were in that week. Chances are your week was consumed by the drivel of meetings that merely managed what you were currently doing. You could have cut those meetings in half and got your life back.

6. **Smile More** Everybody has a default expression on their face. Apparently, mine is that I look stressed and uptight. I don't feel stressed or uptight, but that's how I come across to people because of my default look. The antidote? Smile more. In meetings. While walking around the office. Smile more. You'll influence more people. It's still a daily discipline, but it makes a big difference.

Sources: <https://www.forbes.com/sites/scottedinger/2013/01/07/nine-leadership-resolutions-for-the-new-year/#4ad300fd7fc3>  
<https://careynieuwhof.com/6-new-years-resolution-you-should-make/>