

4 Core Competencies of a Great Leader

| by Judy Kay Mausolf

Regardless of our position in life, we all lead. The problem for many of us is that we don't necessarily know what it takes to be a great leader—or even a good one for that matter. I would like to tell you a story about a woman who was a great leader! Her name is Ione Miller and she just happens to be my mom.

Mom was a city girl who, at the age of 19, married a country boy (my dad, Clem) and moved to a farm in North Dakota! She raised 7 kids, ran the household and helped around the farm. She was a very busy lady! As kids, we knew that when mom thought something mattered, come hell or high water (one of her favorite sayings), she made it happen.

Our little St. Anthony Post Office was one of those things that mattered! Mom heard that they were planning to close the post office and instead of just complaining about it, she took action. She called the powers that be to find out what she needed to do.

She was informed that she needed a minimum of one hundred signatures on a petition from the area residents. St. Anthony has a population of maybe all of 21, including pets, which meant the remaining signatures would need to come from the surrounding farms. So, Mom drafted a petition and drove from farm to farm until she had secured the 100 signatures.

She happily handed over the petition and was informed that it was no longer good enough. In order for the post office to stay open, every family that had signed would need to come to the post office and sign again in front of state representatives. So they scheduled a day in the middle of harvest season with a limited window of time from 10 a.m. to 2 p.m.

Mom asked for extended hours, explaining that farmers work from sun-up to sun-down in the fields during harvest season. They declined with a response of, "if it is so important, they

should just make time". Mom reassured them that it was, indeed, important and they would be there. Once again, she went from farm to farm to rally support.

The day arrived and mom waited anxiously with the representatives. After more than two hours, not even one person had shown up. One of the representatives snidely remarked, "We should just wrap it up now! There is no way you're going to get enough signatures." With confidence (I can imagine it starting to dwindle), my mom responded, "We shall see!" and demanded they stay until the 2 p.m. deadline.

One by one, the farmers started to trickle in. Most came right from their tractors in the field, still wearing their stained and dirty overalls. Mom greeted each one with a big smile while handing them the petition to sign. They had enough signatures by 2 p.m. to keep the St. Anthony Post Office open!

In this story, my mom exemplifies four core competencies that make a great leader. They are: **clarity**, **confidence**, **passion** and **perseverance**!

Clarity was displayed by being clear on her end goal of keeping the post office open. **Confidence** in herself and her community was demonstrated when she stood up to the state representatives, even when things weren't looking favorable. **Perseverance** was portrayed by her willingness to do whatever it took to make it happen, even when it became discouraging and overwhelming. **Passion** was what she presented to her community to in-



cite them enough to leave their work in the middle of the day. Thank you, Mom, for being such a great leader. I miss you every day!

The rest of this article is about learning to embrace the 4 core competencies to become a great leader!

1. CLARITY

Great Leaders possess clarity about who they are, the direction they want to go, and the results they want to accomplish.

Clarity Traits Check List:

- Focus on the big picture
- Gather information from the team when making decisions
- Make decisions based on consistent criteria which includes the best interests of the patients and the practice as a whole
- Look at the longterm, instead of immediate, results
- 10/10/10 Rule – 10 minutes, 10 months, 10 years
- Understand how what you do affects the entire team

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- “Model the Waddle,” which means lead by example even when you don’t feel like it.

When asked if he thought leading by example was the most important quality of leadership, the great humanitarian, Albert Schweitzer, thought for a second, and then replied, “No, it’s not the most important one. It’s the only one.”

2. CONFIDENCE

Great Leaders are confident in their decisions and leadership. Self-confident leaders also recognize the value of building self-confidence in others.

Confidence Traits Check List:

- Belief in one’s own ability
- Not afraid to be wrong
- Exhibit flexibility and a willingness to change
- Empower others to shine
- Own your mistakes
- Be honest and compassionate
- Don’t take things personally
- Have an empowered response
- Know you are “response-able.” In other words, you have the choice to respond in a positive and empowering way even when you are frustrated, tired, upset or even angry.

3. PERSEVERANCE

Great Leaders persevere to do what needs to be done regardless of the difficulty. They keep on keeping on. They continue look for ways to succeed when they hit a road block. Leaders

with Perseverance ask, ‘What can I do now?’

Perseverance Traits Check List:

- You are a Creator, not a Victim. Creators ask themselves what they want and go after it. Creators also focus on all the things that are right in their lives. Victims, on the other hand, complain, criticize, blame, gossip and compare. Victims tend to focus on all the things that are wrong in their lives.
- Take the initiative to get things done
- Keep trying until you succeed
- Realize there is more than one way to do things
- Know consistency trumps intensity
- Don’t let the fear of the unknown or fear of failure stop you.
- The buck stops with you.

4. PASSION

Great Leaders have passion to inspire others to follow. Passion is what ignites the heart and soul. “Passion then is when who we are on the inside shows through to the outside for others to experience.” ~ John Crudele

Passion Traits Check List:

- Have enthusiasm for life
- Have a positive perspective and interpret neutral events as positive instead of negative
- Stop to take time to fill up when your source energy gets low
- Meditation Reboot – 12 to 15 minutes per day
- Replace the word “should” with “could”
- Appreciate even the little things

- Utilize a 5 to 1 ratio. Constructive Criticism = 5 positives for every one negative
- Have a strong belief in your direction and journey
- Have a purpose bigger than yourself
- Plant your garden with what you want to see. Positive Seeds = Joy, love, appreciation, kindness generosity, wisdom, patience, courage, creativity, passion. Negative Seeds = Anger, fear, greed, impatience, laziness, half-heartedness, entitlement and whiny-ness
- Celebrate the daily successes

Establish a Code of Leadership for yourself. Start today by asking yourself:

- What’s the one thing I could start doing right now that would make the biggest impact?
- What’s the one thing I could stop doing right now that would make the biggest impact?

It’s up to each one of us to decide how we will lead in life. We have a choice in every moment of every day regardless of the situation or circumstances. Lead your life with clarity, confidence, perseverance and passion so that you can make a difference in the things that matter most to you!

If you would like to learn more about how Judy Kay Mausolf can help you lead with clarity, confidence, perseverance and passion, please visit her website at www.PracticeSolutionsInc.net 🐦

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