

## Short Notes

*From Cheryl Clausen,  
Business coaching for agents.*

**Vol. 3 Issue V**

### **Sabotaging Your Leadership?**

Are your behaviors setting you up for failure and keeping you from getting the results you want? Your natural reaction is no way, I am working very hard to grow my business and get results. Sometimes the actions you are taking or failing to take are the very things that are getting in your way and holding you back.

Let's do a quick check by answering the following questions:

- Do you allow yourself to be distracted by involvement and attendance in excessive meetings?
- Do you make decisions based on what others are doing?
- Do you fail to hold yourself accountable?
- Do you allow yourself to make excuses for poor performance, your own and others if you have staff?
- Do you have problems communicating with potential clients and/or staff?
- Do you have difficulty terminating poor performers?
- Do you lack focus and allow yourself to stray to different projects or tasks leaving the important things for later?
- Do you always seem to be operating from a time deficit?
- Rather than exploring internal and external factors and making plans to proactively respond where needed, do you just wait and see what happens responding reactively to circumstances?
- Do you think you are the only one who can do things right?
- Do you watch revenues fall without developing and implementing a plan to overcome and prevent this decline in revenue?
- Would you rather make no decisions than make a poor decision?

If you answered yes to one or more of the above questions, you are getting in your own way and holding yourself back from the results that you want.

Each of the above questions reflects a symptom that slows you down and gets in your way. When your doctor treats your symptoms without addressing the root source that creates the symptom you can find yourself taking unnecessary medications or being subjected to unnecessary procedures. These medications and procedures just create more symptoms and you don't get better. The source of these symptoms is a deficiency in your own leadership. Leadership deficiencies can cause unnecessary stress, poor or no results, overwork and burn-out, and in the extreme the failure of your business.

Leadership isn't about being born with a certain set of characteristics it's about making plans, setting goals, and getting results through yourself and others. Part of your frustration comes from not having a clear plan for what's important and what you are trying to accomplish. The plan is the first step, next you need to develop systems that are specific to you and your business for consistently producing results in a repeatable manner. Finally, once you know what to focus on, what's most important, and how to do what you need to do to get results; then you must make sure you stay on task by tracking and measuring your performance and the effectiveness of your systems so you know what's working and what's not working at all times. This approach provides you with the map and directions to get where you want to go. It reduces your stress and enables you to develop a business that provides the life style you desire.

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Look for Cheryl's column "Coaching Excellence" in Omaha's newest paper the "Heartland Messenger". Any business wanting to receive a copy of this free paper can email [hrtlndmessenger@yahoo.com](mailto:hrtlndmessenger@yahoo.com) to have an issue delivered each month. June issue: "Customer Loyalty Begins Internally"

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