



BE TRUE TO YOU

Derek Young
LEAD Tennessee Coach
President, Young Motivation Group

When Shakespeare selected Polonius to be the character who uttered the now legendary phrase to “thine” own self be true, do you think he ever thought the phrase would be the focus of a 21st century leadership article? In considering the purpose of LEAD Tennessee, the phrase has three powerful applications for your growth and development in 2011. First, develop a short term and a long-term vision for your career. In addition to focusing on the type or title of position you want, envision the kind of impact you want to make on the organization. How do you want to improve systems or reach a greater number of Tennesseans with better service? Many times, a clear, compelling vision works like a magnet because it attracts people, information and opportunities that accelerate your development.

Second, one great way to be true “to” yourself is to get the truth “about” yourself. To that end, develop a love for constructive feedback. Though it can be eye-opening and even painful at times, constructive feedback can make the difference between average performance and outstanding execution. If you are fortunate enough to receive constructive feedback, here is a two-part tip:

- 1) Immediately implement the feedback; and
- 2) If the feedback helps you produce positive results, immediately share your success with the person who gave you the feedback.

Third, when a leader's personal mission does not align with the mission of your division, your boss or your peers, he might begin to focus on what it takes to shoulder the mortgage, foot the bill for braces or pay tuition for private school. That's when “to thine own self be true” can quickly translate into “to thine own paycheck be true.” Whatever your status as a leader, Mr. Shakespeare's phrase does have another benefit. If you choose to look beyond what you do not like about your work world and choose to pro actively extract and execute the new ideas and insights you gain from every Summit and Coaching Session, you will “be true to you!”