

RECOGNISE YOUR DERAILERS: FLEXING YOUR LEADERSHIP APPROACH

What can derail you and stop you from being your best self? How well do you understand others' derailers as well as your own?

When we are under pressure, we can find ourselves defaulting to behaviours that we normally try to keep in check. The same can be true when we are bored and lacking motivation. Different people have different derailers, just as they have different strengths.

Default behaviours can include:

- Overplaying strengths
- Obsessing about particular ways of doing things
- Becoming autocratic
- Being abrupt and sharp with others if events do not go your way
- Seeing threats when they don't exist
- Withdrawing and not engaging
- Becoming too anxious to please
- Being unable to make decisions

Ways to manage your derailers can include:

- Remember your susceptibilities
- Be alert to clues about events that might derail you
- Take a deep breath and give yourself time to think before reacting
- Recognise what strategies have worked well for you in the past
- Seek the perspectives of trusted others
- Look for opportunities in every adverse event
- Ask yourself how important the issue is in the great scheme of things: will it 'blow over' or is it more significant?

Above all, be mindful when you might be the cause of others becoming derailed. They will have bad days too when they need your understanding and patience.

Our current series of Praesta Prompts explores how we flex our leadership approach, recognising our default style.