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Mesmerizing Leadership Secrets!

Tim Shurr, MA







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15,000 Sessions - Insights Gained

1. It's not your experiences, but **how you interpret their meaning** that matters most.
2. Most **beliefs** about others, yourself, and the world around you were formed **by age 12**.
3. We interpret events at an unconscious level from the viewpoint of a child.
4. These beliefs heavily influence your life as an adult, often **without you knowing it**.
5. When you **upgrade a belief** (interpretation), it upgrades your **behavior** and **results!**





Symptoms of Faulty Unconscious Beliefs & Biases

- Difficulty Influencing Others
- Mistrusting Relationships
- Offensive Comments & Low Empathy
- Negative Work Environment
- Lack of Focus and Procrastination
- Costly Mistakes Due To Poor Communication
- Low Employee Satisfaction Survey Scores
- Sexual Harassment & Discrimination Lawsuits
- Hoarding Information & Dept Silos
- Competition Rather Than Collaboration
- Disrespectful Communication Between Age Gaps
- Poor Online Reviews & Customer Satisfaction Surveys
- Poor Time Management
- Lost Sales

Common Faulty Beliefs

“I will fail” (fear of failure)

“I’ll be rejected.

“People will abandon me.”

“I’m not worthy (of love or success)

“I’m not good enough.”





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If you understand what people *subconsciously* desire,
it will significantly elevate your leadership influence.





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If you also genuinely care about their well-being,
whenever you lead they WILL follow.



"LEADERSHIP ISN'T ABOUT
BEING IN CHARGE. IT'S
ABOUT TAKING CARE OF
THOSE WHO ARE IN YOUR
CHARGE."

Simon Sinek

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“PLACATER”

**Avoids Conflict
Pacifies Others**

“Nice Guy”

Passive-Aggressive



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“BLAMER”

Avoids Responsibility

Always Someone Else's Fault



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“DISTRACTER”

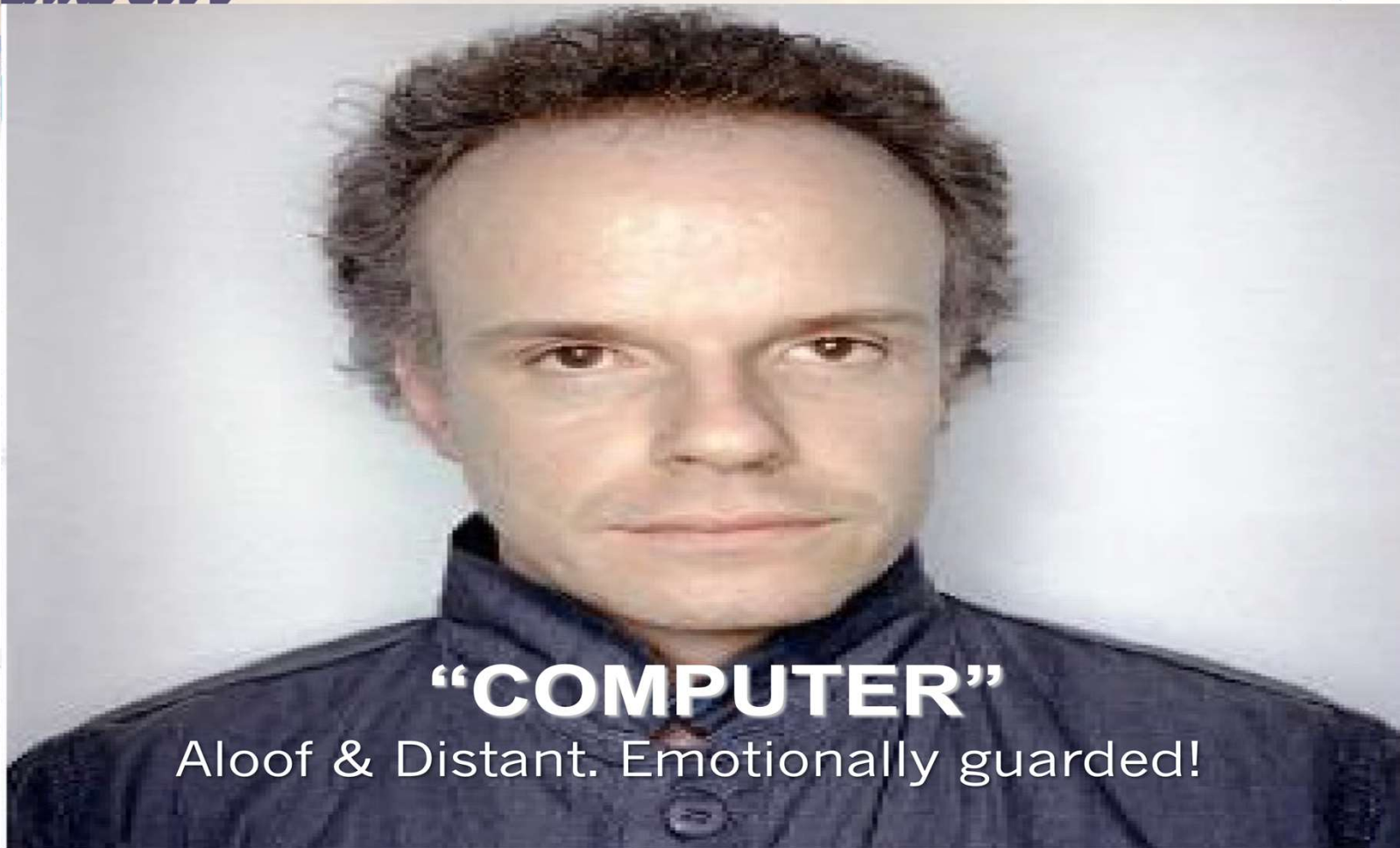
Ignores Real Issues
“Too Busy To Deal With This.”



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“COMPUTER”

Aloof & Distant. Emotionally guarded!

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“LEVELER”



Transparent: Honest, direct, accountable and compassionate towards self & others.



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3 Leadership Tales...



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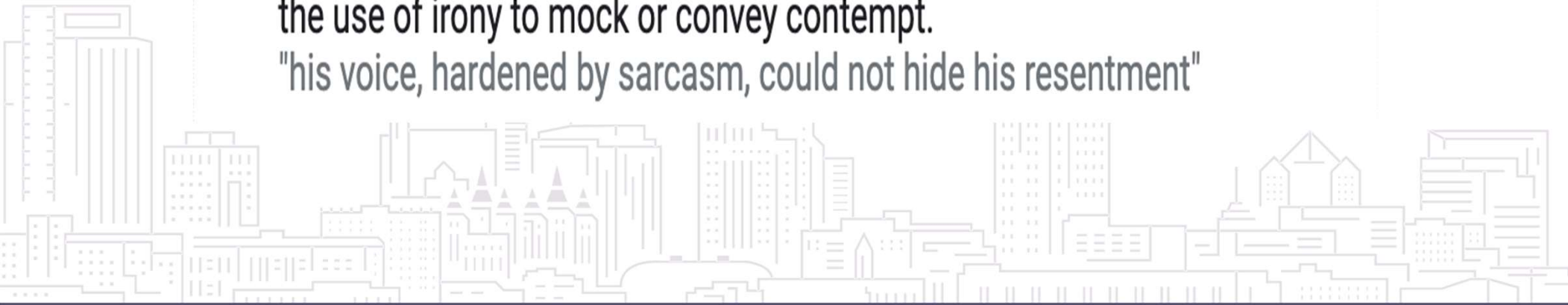
sar·casm

/'sär,kazəm/

noun

the use of irony to mock or convey contempt.

"his voice, hardened by sarcasm, could not hide his resentment"



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“People will forget what you said,
People will forget what you did,
But people will never forget
How you made them feel.”

Maya Angelou

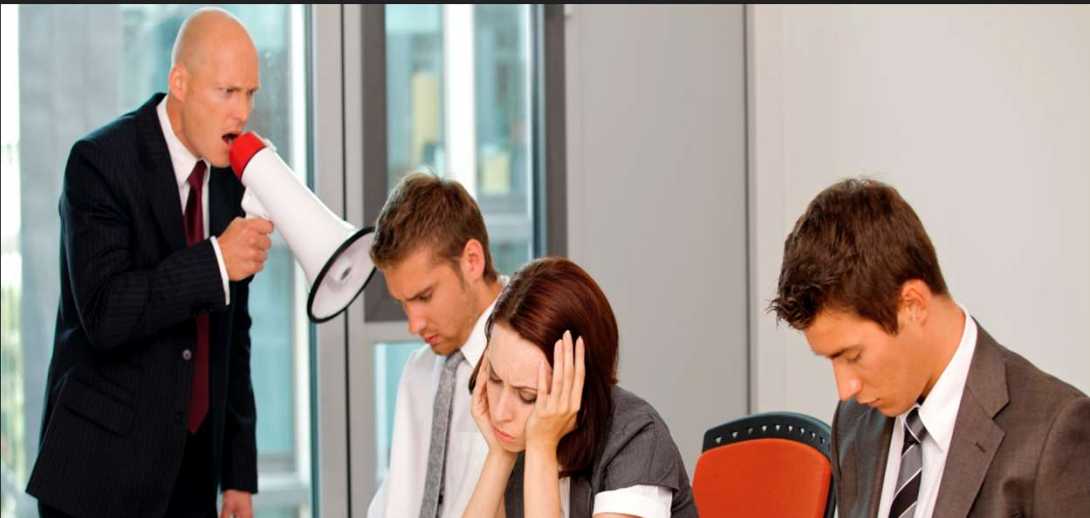




DO THIS...

- LUV others:
- Listen To
- Understand
- Validate

First Meeting



- Talked over and interrupted others.
- Pointing fingers and blaming each other.
- Sank in their chairs and stared at the table.
- The boss stood up, told people what they did wrong, and that they better fix it or else.
- People left the meeting feeling deflated, confused, or frustrated. "It's always like this."

Second Meeting



- Started on a positive note.
- Single objective and one person spoke at a time.
- Asked questions, politely gave feedback, and put together a plan of action.
- The boss then asked each person how they would help accomplish this mission and thanked them.
- People left the meeting with clarity and a feeling of being a valued member of the team.



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Learned this from
Troy Hanna



- ▶ Be nice, period.
- ▶ Let people finish their thoughts, even if you disagree. You'll get your turn.
- ▶ If you're going to point out a problem, you better show up with at least two possible solutions. Everyone needs to be an active part of the solution.
- ▶ I listen to everyone else first, so I have all the information before making a decision.
- ▶ Don't tell, ask. "What's your next move?" It increases accountability & engagement.
- ▶ We start and end on time. (Set clear boundaries.)





DO THIS...

- Be nice.
- Seek first to understand, then be understood.
- Listen more than you speak.
- Be an active part of the solution.

Roger Harris



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STRENGTHEN RELATIONSHIPS
BY...

LIFTING OTHERS
UP EVERY CHANCE





THE BEST THING AN
OLD FIREFIGHTER
CAN TEACH A
YOUNG FIREFIGHTER
IS HOW TO BE AN
OLD FIREFIGHTER!

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Unconscious Bias - Different Generations

BELIEFS OF YOUNGER GENERATION

- If you're over 50 and move slower or stay soar a little longer, you should move to the side.
- They care more about their traditions than me.
- They hold back from teaching us what they know.
- They are always in a bad mood.
- They think that because I'm young, I'm stupid and don't want to hear my ideas.

BELIEFS OF OLDER GENERATION

- These kids don't respect authority.
- They don't value or honor the long-standing traditions we live by.
- They want to take charge without paying their dues first.
- They leave early and don't volunteer extra time.
- They think they already know everything and are going to get someone hurt.



- ## DO THIS...
- Assume the best in others.
 - Be respectful.
 - Ask questions and be curious
 - Be open to learning something new.
 - Share your wisdom with others.

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AVERAGE LEADERS

- Get's people to do their job.



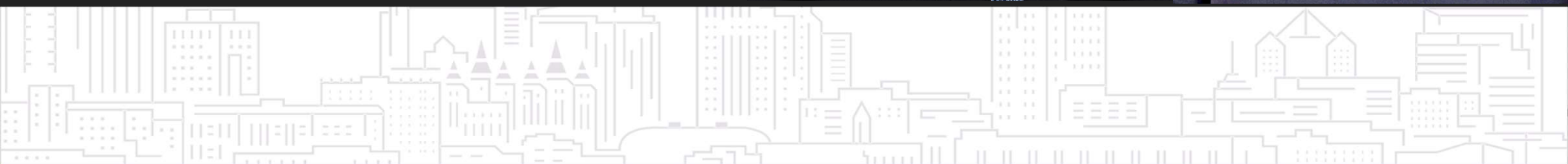


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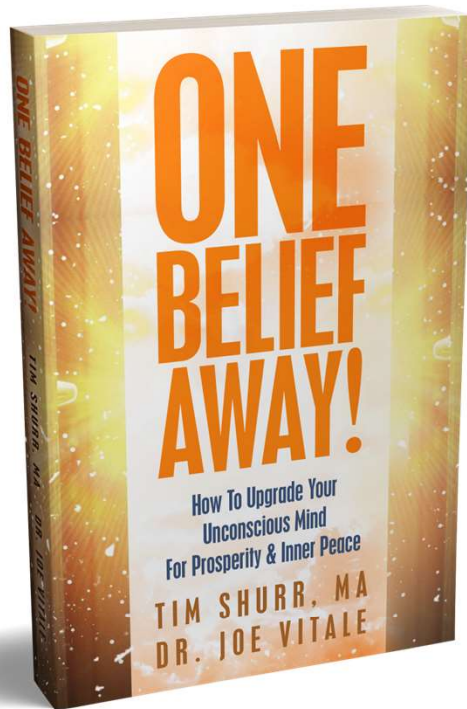
MESMERIZING LEADERS

- ▶ Help people become the best version of themselves while building future leaders.



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