

# The Mentor Minute

Canada's leading consultants share their favourite tips and techniques.

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## Be a Potentialist

with Donna Karlin, Executive and Political Leadership Coach

Leaders are alchemists of vision and potential --- i.e. 'potentialists'. They're also chess players and understand that all the pieces (aka their people), move differently. Each individual leaves an impact all their own. True leaders discover what is unique about each individual, capitalize on it, and assign roles and tasks based on that uniqueness.

The trick is not to compromise these unique talents and strengths while at the same time creating and defining a vision and commonality that brings all the uniqueness together in order to move the organization forward.

Individuals will take jobs based on people and leave their jobs because of people. They will be inspired by leadership or turned off by the lack of it. As a leader, ask yourself this: "What if I could transform my organization by the very next act I undertake?" How would your leadership change if you asked yourself that question on a regular basis?

As a Shadow Coach™ I work with my clients based on what's real and true in the moment. If you can't find the truth right now - right where you are - then where in the world are you going to find it?

Filters are one of the biggest barriers to allowing people to see things as they are, in the moment.

What are your filters?

- Are you judging individuals based on anecdotal history shared by a third party or on cultural or linguistic differences?
- Is your level of energy or just how much effort you're putting into an initiative having an effect?
- What might you be assuming? (That's the biggest filter of all).
- What is your belief system? What are your expectations of others (another huge filter), fears, leadership style or level of open-mindedness?

There are hundreds of filters at play. Different filters on any given day. You won't get rid of filters. You can, however, become aware of them not only for yourself but to better understand those around you so you can communicate accordingly and help your team – and yourself – achieve true potential.

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