

Pitfalls To Avoid When Serving In A Leadership Position

By Juanita Hatcher

April 22, 2010

Be able to recognize different personalities within a group.
i.e. take charger, dictator, complainer, opinionator, negative behavior.

Delegate responsibilities and hold the individual(s) responsible for implementing a mandate. Be careful not to dictate how the mandate is carried out once a directive is given. Give the individual(s) the opportunity to use his or her decision making skills. Don't expect or require them to do it like you would.

Be aware of negative behavior(s). Refuse to let such attitudes detract from your goals and objectives. Assign decision making tasks to such individuals. More than likely they will decline but give them the opportunity to refuse. Sometimes this will change a behavior.

Don't become confrontational with members. When a problem arises, solve it in private only with involved person(s). If it is a membership problem, handle it in a professional non bias manner.

Don't show favoritism. Use the abilities and talents of each individual within the group. Make each person feel important and needed. Each member has something positive to contribute that will enhance the organization. Allow them this opportunity.

Entertain ideas/suggestions. Make sure members are aware of the importance of their input. Don't feel that you have to always be the first to initiate a discussion or idea. Members should feel comfortable and not embarrassed when voicing an opinion/suggesting/discussion.

Demand respect. It is imperative that as a leader you must show respect, as well as get respect from the group you are leading. Remember the success or failure of a group depends solely on the leader. The leader has to depend on the cooperation and support of its members. Therefore, the two entities have to work together having common goals and objectives for any organization to function in a productive manner.