



*By Dr. David Robinson, Founder*

# *"13 Mistakes Leaders Make & How to Avoid Them"*

## *(Part One)*

Mistakes - we all make them. I learned more from my mistakes and failures than my successes. The key word is **learned**. If we learn and move on, chances are we won't repeat them.

The Bible says, "A just man falls seven times but he rises again." Proverbs 24:16. One difference between winners and losers is winners keep getting up. If you fall, it means you had to be somewhere to fall from. People who never try, are fearful of risks or what others think, never have to worry about falling - or succeeding either. Mistakes are never final unless you refuse to learn, get up or try again.

Here are some I made and lessons I learned that help me avoid making them again:

### 1. **Refusing to accept personal responsibility.**

Great leaders always look in the mirror first before assigning blame. They have enough self-confidence to admit their weaknesses and mistakes.

Self-confidence and weak excuses is a formula for failure. People follow those they respect. Respect is earned by accepting personal responsibility.

### 2. **Failing to develop people.**

The test of great leadership is not what the leader can do but what he empowers his team to do. People usually do what we expect and inspect provided we have taught and trained them well.

When developing an organization or ministry, you don't have time, energy, or resources to "re-parent" future leaders. If they don't have the basics of character, dependability and loyalty by age 25; on-the-job training seldom works.

Teach your future leaders to be problem-solvers not problem-givers. They must learn early that challenges flow down hill not uphill. Until you develop this skill in your team members, they remain a liability and never become an asset.

3. **Trying to control people instead of influencing results.**

The challenge of increasing effectiveness and efficiency is understanding how and why people behave as they do in critical situations. Performance improves in direct proportion to your ability to influence their thinking - not control their behavior.

Great leaders influence two questions team members constantly think about. Can I succeed? Where is the value for me? These two questions determine their willingness to face new challenges and improve daily performance. If you don't influence their thinking, others will.

4. **Compromising leadership and team loyalty.**

When second tier and future leaders refer to senior leaders as "they," they have joined the wrong team. Every team member must see themselves as vital to success and part of the leadership team. No "they" should exist within a ministry or organization.

Make sure you and your team maintain healthy attitudes and enough relational equity sufficient for success and significance.

5. **Leading everyone the same way.**

Leaders who try leading every team member the same way or only use one method should expect disappointment.

Great leaders understand the essential differences in personalities, strengths and weaknesses in individuals and adjust their leadership style accordingly.

Expectations and goals should never be compromised, but a one-size-fits-all leadership style seldom produces desired results.

Leadership, at some point, must be a one-on-one proposition. If you say something to an audience of one, no one doubts who you aim at. This clarity allows you to quickly get at the root of the problem, deal with it honestly and move on.

6. **Forgetting the importance of results.**

Leadership is about results - not keeping the troops busy and happy. If you can't measure it, how do you determine success? Every leader will be evaluated on their ability to execute change and produce positive results.

The more team members understand the cause-and-effect relationship between what they do and desired results, the more effective and efficient they are in fulfilling the vision. Only by constant attention, adequate teaching and competent training will everyone on your team know how they contribute to the "bottom line."

Next month I will give you the other seven.

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