

## Effective Leaders

Effective leaders are always on the lookout for good people. I think each of us carries around a mental list of what kind of people we would like to have as our successors. Think about it. Since we are constantly needing new people and new successors for our leadership positions, do you know who you're looking for right now? What qualities do these people possess? Stop right now, take a moment, and make a list of the qualities you'd like to see in the people on your team.

Got your list made? Now, what will determine whether the people you want are the people you get, and whether they will possess the qualities you desire? You may be surprised by the answer. Believe it or not, who you get is not determined by what you do. Go back to the list you just made, and next to each characteristic you identified, check to see if you possess that quality. In most situations, you draw people to you who possess the same qualities you do. Who you are is who you attract.

Of course, it is possible for a leader to go out and recruit people unlike himself. In fact, good leaders know that one secret to success is to have a staff of people that will make up for their own weaknesses. That way, they can focus and function in their areas of strength while others take care of the important matters that would otherwise be neglected. But it's crucial to recognize that people who are different will not naturally be attracted to you. Leaders draw people who are like themselves.

Maybe you've started thinking about the people that you have attracted in our organization. You might think to yourself that there are many differences from you. Of course there are. But the people who are drawn to you probably have more similarities than differences, especially in a few key areas such as: attitude, values, life experiences, and leadership ability.

How do the people you are currently attracting look to you? Are they the strong, capable leaders you desire? Or could they be better – if they need some new techniques, that is what we are here to help with. Remember that quality does not ultimately depend on what you consider to be the quality of the applicant. The person you attract depends on you, and then we can enhance and improve their leadership ability. So, look for quality people that you can train to become the successor for your office someday in the future.