

25 Methods for Inspiring Others

Developing Coaching Skills for All Leaders

We analyzed our database of over 10,000 leaders to find those in the 90th percentile in the competency area of “inspires and motivates others. We then reviewed the written comments from the direct reports of those leaders to find the clues as to what specifically made them inspiring. The good news: you will likely find no surprises. As we have said before, the ability to inspire and motivate comes down to doing a lot of the “simple” things well. Simple—but not easy. What we have found all too often is that many of these ideas, while they may be common sense, are anything but common practice; particularly when you begin to consider how these things are done consistently over time.

Read these comments about the strengths of these leaders—straight from the feedback reports of the most inspiring leaders in the world.

1. Follows through on commitments. Keeps promises.
2. Treats people fairly. Maybe not always equally, but fairly.
3. Focuses on achieving most important goals without getting distracted.
4. Displays enthusiasm and energy for what we are doing.
5. Helps us understand the “why’s” behind big decisions.
6. Exhibits genuine concern for the people [they] work with.
7. Has high standards and holds us to them.
8. Generates excitement about major initiatives.
9. Provides clarity in all communication.
10. Considers the needs of the entire company in addition to our team.
11. Promotes our creative and strategic thinking.
12. Maintains [his/her] focus; does not multi-task. No “email voice” when we are on the phone.
13. Dedicated to our team’s growth and development. Spends a lot of time on focused coaching.
14. Treats everyone with respect and dignity.
15. Ties our teams objectives to the overall business strategy.
16. A real team orientation. Works to dissolve the separate camps.
17. Takes time to celebrate our success and encourages us to stay on the path.
18. High energy; seems like it never ends. Positive thinker.
19. Really understands what our customers want and need and makes sure all company decisions stem from that.
20. Shares ideas and actively seeks input.
21. Challenges ideas respectfully. Encourages others to speak up.
22. Has done a great job of aligning us around a vision.
23. Anything [he/she] asks us to do, [he/she] has already done or is willing to do.
24. Pro-activeness.
25. Very candid; straight shooter. Does not sugar coat or equivocate in order to be popular or liked. As a result [he/she] is deeply trusted.

