

AUTHENTIC

IS BETTER THAN

FALSE

Authentic is Better than False – from [Leadership Wisdoms](#)

It does not take much time to spot when someone is being false. Whether it be the things they say or do, when people are acting inauthentically, we can usually notice pretty quickly.

And when people behave in a false way, it has one significant impact on our relationship with them. It damages trust.

As leaders, it is vital that we trust – and are trusted – by our people. The relationship will only work best when we can expect each other to behave in trustworthy ways. Yet sometimes, leaders try to compensate for their own weaknesses or failings by glossing over what the truth is. And this can badly damage the trust that is so vital.

Indeed, when a leader behaves in an authentic way, sharing hopes and fears; being honest about failings and weaknesses, their people see them as trustworthy and relate to them much better.

After all, when a leader tries to share honest feelings, their people see them as someone who has the same sensitivities, insecurities and fears like they do. Which makes them much more real in the relationship.

Being authentic creates a bond between a leader and their people which is much stronger than if they attempt to obscure their failings.

5 Steps to Being Authentic

1. Be aware of yourself if and when you sense yourself being anything but honest.
2. Take small steps to share your feelings of fear, concern and even areas of weakness.
3. Find real situations to praise more people, by being aware and noticing more.
4. Seek honest feedback and appreciate it, rather than debate or make excuses for it, otherwise you are showing a falseness in your apparent interest.
5. Listen to people. Just listen. Appreciate them and provide a safe space for them to be heard.

How will you be more authentic?

About Martin

Martin Haworth is a leadership coach and trainer based in Gloucester England. He coaches individuals one-to-one developing their leadership skills, on their personal development and career planning. He also works with organisations helping them deliver effective leadership throughout their organisation in a kind, supportive and motivational way. martinhaworth.com

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