

**OPEN**

IS BETTER THAN

**CLOSED**

## Open is Better than Closed – from [Leadership Wisdoms](#)

As leaders, we have the enviable role to enable others to be their best. For some though, it can be quite a challenge to take up and they need as much encouragement as possible to take action.

When we lead, we need the trust of our people. To gain this we have to be scrupulous in how we are with them and others at all times. Being open and honest with people is one great step forward to build these vital relationships.

How open you are about yourself is a determining factor in how people will respond to you. By showing your own vulnerability and humbleness you are far more likely for others to open up as well. If they do, you will find so many more ways to help and support them as they take the tentative steps along their particular growth path.

Leaders, especially in organisations, face particular challenges here. For the role they play requires two hats (at least!). One to be a boss and the other to be a confidant, prepared to listen and advise, whilst maintaining the disciplines and distance required by the role too. Wearing both of those hats can, if care is not taken, be in conflict, so leaders have to be especially careful to create safe spaces to encourage openness from those in their teams.

By communicating openly, consistently and fairly, a leader creates a supportive and understanding community around them as a whole, which means that with individuals they have a good base to begin from as they themselves open up to opportunity.

### 5 Steps to being more Open

1. Make a safe space to listen rather than fix.
2. Don't judge people – maintain an open-minded perspective at all times.
3. Communicate openly and consistently to all of your team.
4. Seek feedback from them about how you be better at what you do for them.
5. Share own fears, doubts, hopes and mistakes honestly.

### How will you be more Open?

#### 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](http://martinhaworth.com)

More

