

SAYING NO

IS BETTER THAN

SAYING YES

SOMETIMES

Saying No is Better than Saying Yes – from [Leadership Wisdoms](#)

There are many times for a leader to consciously say ‘Yes’ to situations with their people. In another ‘**Leadership Wisdoms**’ poster, you will find an explanation of that. Yet there are also times where it is important to learn to say ‘No’ more often. Or your ability to do your job can be affected.

A leader’s role has to focus on particular activities. Generally aimed at being the best they can to develop and utilise their people, there can easily be calls on their position to get involved in things they have no need to.

It is an easy trap to fall into. When asked for help, or appreciation of their expertise, the halo of their ego can easily get in the way of the focus they need. So, there is a skill in getting over people who play on a leader’s goodwill for their own interests.

Saying ‘No’ to people can take a bit for them to get used to and in the first instance, declining support that takes their eye off the ball can make for an uncomfortable feeling. Yet the best leaders learn how to set effective boundaries by saying ‘No’ often enough to enable them to do their own job well.

Sometimes, this is with their own people as well. Pushing back to get team members to stretch and challenge themselves rather than run to their leader to fix things for them is a really valuable aspect of the role – and the skill of saying ‘No’. Both for the leader and also for the development of those people in their teams who would most benefit from it too.

5 Steps to Saying No

1. Notice your tendencies to say ‘Yes’.
2. Consider whether this enhances your role and ability to do your own job well.
3. Begin to reject the selfish advances of those who are using you more than is reasonable.
4. Start to say ‘No’ more often, (especially if the demand comes from above) by asking what you should drop to allow a new activity to be taken on.
5. Allocate specific chunks of newly freed time to activities that better align with your role.

How will you say No more?

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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