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| ***Why Don’t They Follow Me?******12 Easy Lessons to Boost Your Leadership Skills*** | ***Your Leadership Action Plan***[***LonniePacelli.com***](http://www.lonniepacelli.com) |

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| **Lesson** | **What resonated with you?** | **Is there anything you need to work on?** | **Priority (High, Medium, Low)** |
| Humor - Credibility = Doofus |  |  |  |
| Knowledge - Listening = Arrogance |  |  |  |
| Action - Integrity = Distrust |  |  |  |
| Activity - Focus =  Randomness |  |  |  |
| Wisdom - Experience = Theory |  |  |  |
| Ability - Effort = Inaction |  |  |  |
| Leadership - Inspiration = Administration |  |  |  |
| Charisma - Conviction = Crooked Politician |  |  |  |
| Courage - Predictability = Recklessness |  |  |  |
| Smarts - Direction = Absent-Minded Professor |  |  |  |
| Communication – Candor = Storyteller |  |  |  |
| Decisiveness - Empathy = Ruthlessness |  |  |  |

**Food for Thought Questions**

1. How long do you think it takes a leader to develop credibility with his or her team?
2. Even with credible leaders, humor could get annoying. When do you think humor becomes annoying even with credible leaders?
3. What in your mind is the difference between confidence and arrogance in a leader?
4. Action-oriented leaders can be very effective. When do you think action-oriented leaders become ineffective?
5. Is being theoretical always bad? Why or why not?
6. Have you ever been frustrated by a lazy leader? How so?
7. Where have you seen a leader who is administratively strong be ineffective as a leader?
8. What in your mind is the difference between conviction and obstinance?
9. Taking risks as a leader is important. What in your mind is the difference between a calculated risk and a foolish risk?
10. Are great thought leaders (think Bill Gates or Steve Jobs) predisposed to be great people leaders? Have you seen a great thought leader crash and burn as a people leader?
11. Have you ever worked with a leader who is/was a great communicator? What made him/her great?
12. How would you advise a leader whose focus on the bottom-line trumps empathy?
13. Have you ever worked with a leader who manages up to his/her boss better than he or she manages down to his/her organization? How did you feel about it?
14. Based on bosses you've had, what would you say are positive leadership attributes?
15. Based on bosses you've had, what would you say are negative leadership attributes?