

AUTHORITY

What happens when we overextend authority?

Why do good people make terrible bosses? How do trusted & friendly colleagues turn into unreasonable, out-of-touch, policy-quoting bullies when they get a taste of authority? A British historian said, " *Power tends to corrupt, and absolute power corrupts absolutely.*". What happens when the behaviors & attributes that make good leaders are distorted? What happens when the people & systems we put are faith in let us down? Beware the dark side of authority. This is our checklist of the perils of authority.

More recently, Simon Sinek said, "**Be the leader you wish you had.**". Do we have it in ourselves to be that leader?

vision

a leader has vision...



chaos

...but what if that vision is not aligned with the mission & values of the org?

structure

a leader provides structure, a framework for the org...



rigidity

...but what about too much structure? does it complicate things?

efficiency

a leader creates & streamlines processes to promote efficiency...



bureaucracy

...but is that emphasis on processes slowing things down?

confidence

a leader is calm, confident and clear in their communication & expectations...



hubris

...but is that confidence grounded in reality or stems from delusions?

expertise

a leader is skilled & knowledgeable and is willing to share their expertise...



arrogance

...but is that knowledge used to develop or to demean? is there room to grow?

accountability

a leader holds everyone accountable, especially their own self...



privilege

...but when accountability turns into impunity, are we all playing by the same rules?

empathy

a leader practices empathy & knows the intrinsic motivations of their people...



manipulation

...but what if that knowledge is not used to lead, but to control & deceive?

altruism

a leader is purpose-driven, and serves their team, org & community...



narcissism

...but what if that purpose is self-serving and the leader asks, what's in it for me?

