

LEADING WITH INTEGRITY

Integrity is the cornerstone of trust, and trust is the cornerstone of all relationships. Therefore, trust and integrity are essential in order to develop your personal leadership.

Integrity is doing the right thing because it is the right thing to do. It can also be defined as doing the right thing even if no one will ever find out or even if you don't get credit for doing it. Integrity is saying what you will do and doing what you said.

Integrity demands that when you make a mistake, you own it, admit it, fix it, and move on. People who don't understand the power of integrity spend more time and energy covering up or denying a mistake than they would if they admitted it, fixed it, and moved on.

HOLD YOURSELF ACCOUNTABLE DAILY

Unfortunately, most people think they hold themselves accountable, when in reality they are usually looking for someone or something else to blame.

When my son was 3 or 4, he was sitting on the floor in front of the TV eating a meal. His food and milk were on a tray over his legs. His older sister was sitting several feet away. When my son accidentally spilled his milk, he turned immediately to his sister and said, "See what you made me do!" His sister hadn't done or said a thing and wasn't close enough to touch the tray anyway. Even at a young age, people have a tendency to look for someone or something to blame other than themselves.

We've all heard that when we point one finger at someone else, there are three pointing back at us. We need to keep this in mind when things don't turn out the way we want. Instead of trying to affix blame, search for ways to fix the problem or repair the damage. Even if it wasn't your fault, you can be 100 percent accountable for figuring out how to make things better. Remember, it's not your situation; it's your reaction to the situation that really matters.

In difficult situations, ask yourself:

"What can I do to make a difference?"

"How can I add value?"

"What can I do to help?"

"What is my responsibility?"

"What can I do differently to affect the outcome?"

"What could I do different next time?"

"What can I learn from this?"

"What else can I do?"