7. The Law of Respect – People Naturally Follow Leaders Stronger than Themselves

Principles of the Law:

Reputation and influence command respect from others.

When people respect someone as a person, they admire her. When they respect her as a friend, they love her. When they respect her as a leader, they follow her.

People naturally follow leaders stronger than themselves. That’s how the Law of Respect works.

People don’t follow others by accident. They follow individuals whose leadership they respect.

Occasionally, a strong leader may choose to follow someone weaker than himself. But when that happens, it’s for a reason. For example, the stronger leader may do it out of respect for the person’s office or past accomplishments. Or he may be following the chain of command. In general, though, followers are attracted to people who are better leaders than themselves. That is the Law of Respect.

Usually the more leadership ability a person has, the more quickly he recognizes leadership – or the lack thereof – in others.

People will get on board and follow the strongest leaders, or they will leave the group and follow their own agenda.

Former North Carolina basketball coach Dean Smith epitomizes the Law of Respect. His players respected him for many reasons: He taught them much, about basketball as well as life; He pushed them to achieve academically, with nearly every player earning a degree; He made them winners; He showed them incredible loyalty and respect.

Perhaps the greatest test of respect comes when a leader creates major change in an organization.

Questions for Further Review:

1. How can school leaders develop respect in their organization?

2. What activities may cause leaders to lose the respect of others?

3. What strategies can school leaders use to gain the respect of their staff?

4. What strategies can school leaders use to gain the respect of their students?
5. What strategies can school leaders use to gain the respect of their parents and community leaders?

**Action Plan:**

A. List the qualities that shape your reputation as a leader.

B. Identify a leadership mentor. Follow that person for several weeks/months. Record the lessons you learn from following another leader.

C. Describe the most recent example when you created change in your organization. Were people on board with your decisions? Did your people follow your lead?

**Evaluation:**

*Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)*

- _____ I am able to create major change in my organization.
- _____ I possess the leadership qualities that earn respect.
- _____ TOTAL (Your leadership score for the Law of Respect)
8. The Law of Intuition – Leaders Evaluate Everything Through a Leadership Bias

Principles of the Law:

The Law of Intuition is probably the most difficult to understand.

Leadership intuition is often the factor that separates the greatest leaders from the merely good ones.

Great leaders can see things others can’t, make changes, and move forward before others know what’s happening.

A leader has to read the situation and know instinctively what play to call. The best leaders read and respond.

Leaders see everything with a leadership bias, and as a result, they instinctively, almost automatically, know what to do. You can see this read-and-react instinct in all great leaders.

When great leaders implement changes, the vision for those changes are clear in their minds.

Effective leaders maximize every asset and resource at their disposal.

Because of intuition, leaders evaluate everything with a leadership bias. Some people are born with great leadership intuition. Others have to work hard to develop and perfect it. But either way it evolves, the result is a combination of natural ability and learned skills. This informed intuition causes leadership issues to jump out.

Leaders are Readers of Their Situation
Leaders are Readers of Trends
Leaders are Readers of Their Resources
Leaders are Readers of People
Leaders are Readers of Themselves

How you see the world around you is determined by who you are.

Three Levels of Leadership Intuition
1. Those who naturally see it.
2. Those who are nurtured to see it.
3. Those who will never see it.

Whenever leaders find themselves facing a problem, they automatically measure it – and begin solving it – using the Law of Intuition.
The Law of Intuition in action can be seen when leaders of their organizations make leadership decisions that go directly against the grain of their previous thinking. Making those decisions are examples of incredible intuitive leadership.

Leadership is really more art than science. The principles of leadership are constant, but the application changes with every leader and every situation. That’s why it requires intuition. Without it, you can get blindsided, and that’s one of the worst things that can happen to a leader. If you want to lead long, you’ve got to obey the Law of Intuition.

Improvement in an organization is impossible without a change in leadership.

**Questions for Further Review:**

1. Do you prefer to lead in an environment dominated by freedom or restrictions? Why?

2. Discuss this statement, “As a leader, it’s better to make the 2nd best decision now, rather than the best decision later.”

3. When you have made leadership decisions based on intuition rather than logic, have you been successful? Describe a specific instance.

4. Is it possible for leaders to develop their intuition skills? If so, how have you worked to develop your intuitive skills?

**Action Plan:**

A. Leaders make many decisions each day. Examine every decision you make in a single day. Categorize the method you chose for making those decisions as either intuitive or logical.

B. Consider the outcome of each decision. Were you more successful with decisions based on intuition or logic?

**Evaluation:**

*Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)*

______ I examine every situation with a leadership bias.

______ I am able to recognize an opportunity and move forward before others.

______ TOTAL (Your leadership score for the Law of Intuition)

Principles of the Law:

Effective leaders are always on the lookout for good people. Each of us carries around a mental list of what kind of people we would like to have in our organization.

Believe it or not, who you get is not determined by what you want. It’s determined by who you are.

In most situations, you draw people to you who possess the same qualities you do. That’s the Law of Magnetism: Who you are is who you attract.

Of course, it is possible for a leader to go out and recruit people unlike himself. Good leaders know that one secret to success is to staff their weaknesses. That way they can focus and function in their areas of strength while others take care of the important matters that would otherwise be neglected. But it’s crucial to recognize that people who are different will not naturally be attracted to you. Leaders draw people who are like themselves.

If you think your people are negative, then you better check your attitude.

The people who are drawn to you probably have more similarities than differences, especially in a few key areas.

You will probably find that people who follow you share common ground in several of these key areas:
- Attitude
- Generation
- Background
- Values
- Life Experience
- Leadership Ability

The better leader you are, the better leaders you will attract.

If you think the people you attract could be better, then it’s time for you to improve yourself.

Questions for Further Review:

1. Are the people you are attracting to your organization now creating greater impact than those you attracted one or two years ago?

2. Which of your leadership characteristics makes it easy to attract others to your organization?
3. Which of your leadership characteristics makes it difficult to attract others to your organization?

4. Which leadership aptitudes are missing from your organization?

**Action Plan:**

A. List the qualities you look for when recruiting people for your organization.

B. Identify the members of your team that you have recently help develop professionally. Were their leadership characteristics similar or different from yours?

C. Identify the people on your staff who best complement your weaknesses.

**Evaluation:**
*Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)*

______ I constantly seek other leaders who will complement my weaknesses.

______ I capitalize on the productive tension resulting from having others around me who are different.

______ TOTAL (Your leadership score for the Law of Magnetism)