



The
**Power
Within®**



7 Reasons Why You're Not More Successful as a Leader (and what to do about it!)

Achieve Your Success & Happiness

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Introduction

Albert Einstein once said, **"Insanity is doing the same thing over and over again and expecting different results."**

Yet, many of us fall into the trap of repeating the behaviours and strategies we've observed in our mentors, managers, or parents, assuming these methods will continue to work indefinitely. However, personal and business success often demands more—an ability to recognise opportunities for change and the willingness to act on them.

Recent studies have highlighted a significant gap between how leaders perceive their effectiveness and their business impact.

For instance, a staggering 95% of business leaders believe that their workforce perceives them as being concerned about employee well-being, yet only 50% of employees actually feel that their leaders care about their well-being; this discrepancy shows that many leaders may overestimate their abilities and effectiveness, which can be detrimental to overall business performance.

Moreover, only 35% of U.K. managers are engaged in their jobs, which can directly affect their leadership quality. It's also reported that 27% of managers believe they haven't created a unique employee engagement experience, reflecting a potential overconfidence in their leadership abilities compared to reality.

These statistics underscore the importance of continuous leadership development and self-awareness.



Introduction

Leaders who assume they are doing well without seeking feedback or measuring outcomes risk undermining their business success. Addressing this gap through targeted training and leadership development programs can help bridge the difference between perception and reality.

Success is not merely about doing more; it's about doing things differently and better. The willingness to adapt, grow, and push beyond self-imposed limitations separates successful leaders from those who stagnate.

So, how ready are you to make the necessary changes to become a more effective leader?

Are you prepared to rethink your strategies and embrace new approaches?

Your success and happiness, both personally and professionally, hinge on these choices.

Knowledge is only power if you take action.

In this eBook, we will explore seven key reasons why you might not be as successful as you could be as a leader and provide actionable steps to help you overcome these challenges. By addressing these issues head-on, you can unlock your full potential and achieve the success you've always aspired to.



Reason 1: Not Communicating & Sharing

Your Vision

The Challenge

Imagine getting into your car in the morning and driving without any clear destination. It sounds absurd. Yet, this is exactly how many leaders approach their work. They need a clear vision of where they or their organisation are headed to jump into their daily tasks. Without a well-defined direction, you are simply following someone else's agenda, which may not align with your or your organisation's best interests.

The Impact

Lack of vision leads to stress, confusion, and demotivation. When neither you nor your team clearly understand the goals, it's easy to get lost in the daily grind, leading to wasted efforts and, often, burnout. A team without a shared vision works hard but usually indifferent or even opposing directions, which can cripple productivity and morale.

Overcoming the Challenge

1. **Set Clear Goals:** Ask yourself, "What are the most important goals my business can achieve in the next year?" Reflect on what matters most for both your organisation and your team members.
2. **Align Personal and Business Goals:** Discuss their personal and professional aspirations with your team. Find common ground where personal goals align with business objectives.
3. **Communicate the Vision:** Ensure it is communicated consistently and effectively once clear. Every task, meeting, and decision should relate to this shared vision, reinforcing its importance.
4. **By defining a clear vision and ensuring your team is on board, you reduce stress and create a unified force working towards common goals, fostering a sense of connection and engagement.**





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**Where there is
no vision, there
is no hope.**

- Wise Words From George Washington Carver



Reason 2: Thinking You Can't

Lack of Belief in Potential

The Challenge

Consider the first time you learned to drive. Initially, you probably doubted your ability to navigate and control a car, but with time and practice, you became competent. Leadership is no different. Many leaders underestimate their abilities, believing they cannot achieve their goals or are not as capable as others.

The Impact

This self-doubt leads to underperformance and unfulfilled potential for you and your entire team. When leaders lack confidence in their abilities, it trickles down to their team, leading to low morale, disengagement, and poor results.

Overcoming the Challenge

1. **Build Self-Belief:** Remember that every strength you have today was once a weakness. Reflect on your achievements and use them to prove you can overcome challenges and grow.
2. **Empower Your Team:** Engage in one-on-one meetings with your team members to discuss their role in achieving the shared vision. Encourage them to believe in their potential and provide the support they need to develop new skills.
3. **Positive Reinforcement:** Regularly acknowledge and celebrate small wins for yourself and your team. This builds momentum and reinforces a positive mindset.





“

**Whether you think
you can, or whether
you think you can't,
you're RIGHT.**

- Wise Words From Henry Ford

Belief in your potential and that of your team
is the first step towards unlocking greater success,
instilling a sense of confidence and capability.



Reason 3: Passing the Monkey

Lack of Accountability

The Challenge

Accountability is often avoided because it requires ownership of both successes and failures. Imagine walking your dog, and instead of disposing of its waste responsibly, you drop it into someone else's bin. This is akin to what happens in business when leaders fail to take responsibility for their actions or outcomes—they pass the blame onto others, creating a culture of avoidance rather than accountability.

This can lead to a situation where a project fails, and instead of analysing what went wrong and how to improve, the team members start blaming each other, leading to a toxic work environment. Let's break this cycle and foster a culture of accountability!

The Impact

A lack of accountability leads to a toxic work environment where blame is passed around, and problems are never truly addressed. This results in demotivated teams and a business that needs help achieving its goals.

Overcoming the Challenge

1. **Own Your Responsibilities:** Clearly define your role and responsibilities, and hold yourself accountable for successes and failures. Model this behaviour for your team. For instance, if a project fails, instead of blaming others, take the lead in analysing what went wrong and how to improve for the future. This will show your team that you are willing to take responsibility and learn from your mistakes.
2. **Set Clear Expectations:** Establish clear standards and expectations for your team members. Make sure they understand what is expected of them and why it matters.
3. **Reward Accountability:** Recognise and reward team members who take ownership of their tasks and outcomes. This reinforces a culture of responsibility.





**The price of greatness
is responsibility.**

- Wise Words From Winston Churchill

Fostering a culture of accountability can drive your team towards greater achievements and create a more positive and productive work environment.

Reason 4: Siloing Yourself

Lack of Adaptability

The Challenge

Change is inevitable, but many leaders resist it. They become siloed in their thinking, relying on the same strategies and approaches that have worked in the past, even when circumstances change.

This rigidity can be likened to daily taking the same bus route, even when you know a traffic jam ahead. With adaptability, you can avoid getting stuck in outdated methods that no longer serve your goals.

The Impact

A lack of adaptability can lead to missed opportunities, stagnation, and, ultimately, failure. In a rapidly changing world, adapting is crucial for survival and success. Leaders who fail to embrace change often find themselves and their businesses left behind.

Overcoming the Challenge

1. **Embrace Change:** Actively seek out new opportunities and be willing to adapt your strategies to meet changing circumstances. Flexibility is key to staying competitive.
2. **Plan for Contingencies:** Anticipate potential challenges and develop contingency plans. This will prepare you for the unexpected and reduce stress and uncertainty.
3. **Encourage Innovation:** Foster a culture of innovation within your team. Encourage them to think creatively and experiment with new ideas.





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**You cannot fix
the problem with
the same thinking
that created it.**

- Wise Words From **Albert Einstein**

By being open to change and encouraging adaptability, you and your team will position themselves for long-term success.

Reason 5: Giving Up

Lack of Resilience

The Challenge

Resilience is the ability to keep going despite setbacks. Many leaders struggle with resilience, giving up when encountering obstacles instead of pushing through. This can be compared to a traveller who, after hitting a roadblock on their journey, decides to turn back rather than find a way around it.

The Impact

A lack of resilience can lead to missed opportunities and unfulfilled potential. Leaders who give up easily fail to achieve their goals and set a poor example for their teams. This can result in a culture of defeatism, where challenges are avoided rather than tackled head-on.

Overcoming the Challenge

1. **Develop a Growth Mindset:** Embrace the concept of "failing forward." Understand that setbacks are an inevitable part of success and use them as learning opportunities.
2. **Stay Positive:** Focus on the positives, even in difficult situations. Gratitude practices, such as reflecting on what went well each day, can help maintain a positive outlook.
3. **Persevere:** Remind yourself of your vision and the reasons why it matters. Use this motivation to push through challenges, knowing success often lies beyond the next obstacle.





**Our greatest glory
is not in never falling,
but in rising every
time we fall.**

- Wise Words From Confucius

Resilience is the key to overcoming challenges
and achieving long-term success.

Reason 6: Not Trying

Lack of Courage to Step Out of Your Comfort Zone

The Challenge

Fear is a natural response to the unknown but can also be paralysing. Many leaders are held back by fearing failure, criticism, or the unknown. This is rooted in our primal instincts, where perceived threats trigger a fight-or-flight response. However, facing fear and stepping outside your comfort zone is crucial for growth in modern leadership.

The Impact

Leaders who avoid taking risks or stepping outside their comfort zones limit their potential and that of their teams. This can result in missed opportunities, stagnation, and a failure to achieve meaningful progress.

Overcoming the Challenge

1. **Acknowledge Fear:** Recognise that fear is a natural emotion but does not have to dictate your actions. Accept it for what it is—False Evidence Appearing Real.
2. **Set Stretch Goals:** Challenge yourself and your team to set goals that push you slightly beyond your comfort zone. This encourages growth and builds confidence over time.
3. **Take Action:** Commit to taking action, even when it feels uncomfortable. The more you practice stepping outside your comfort zone, the easier it becomes.





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**Courage is
resistance to fear,
mastery of fear -
not absence of fear.**

- Wise Words From Mark Twain

By embracing courage and taking calculated risks, you can achieve greater success and inspire your team to do the same.

Reason 7: Thinking, Not Doing

Overplanning and Under-Acting

The Challenge

In many Western cultures, there is a tendency to overthink and overplan, leading to analysis paralysis. While planning is essential, it can become counterproductive when it prevents action.

Leaders who spend too much time in the planning stage often need help executing effectively, missing out on opportunities and delaying progress.

The Impact

Overplanning leads to stagnation and a lack of tangible results. Teams become bogged down in endless discussions and revisions rather than taking decisive action. This can lead to frustration, demotivation, and a failure to achieve key goals.

Overcoming the Challenge

1. **Balance Planning and Action:** Aim to spend 20% of your time planning and 80% executing. This ensures that you have a solid plan and take timely action.
2. **Set Daily Action Goals:** Identify five tasks that move you closer to your most important goals. Prioritise these tasks and commit to completing them.
3. **Reflect and Adjust:** Regularly review your actions to see what worked and what didn't. Use these insights to refine your approach and improve future outcomes.





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**A good plan
violently executed
right now is far better
than a perfect plan
executed next week.**

- Wise Words From George S Patton

Success is achieved through a balance of thoughtful
planning and decisive action.

Conclusion

Leadership is not a fixed trait but a set of learned behaviours and mindsets that can be developed over time. You can become a more effective and successful leader by addressing these seven common barriers—lack of vision, self-doubt, poor accountability, resistance to change, lack of resilience, fear of stepping out of your comfort zone, and overplanning.

Remember, success is not just about doing more; it's about doing things differently and better. The tools and strategies outlined in this ebook provide a roadmap for overcoming these challenges and unlocking your leadership potential.

So, take the time to reflect on your current practices, embrace the necessary changes, and commit to continuous growth. By doing so, you'll achieve greater success and inspire and empower those around you to do the same.

This ebook has provided actionable insights to help you become a more successful leader. If you're ready to take the next step, consider enrolling in our leadership and management development training programmes. These programmes are designed to equip you with the skills and knowledge you need to excel in today's fast-paced business environment.

Remember, the power to succeed lies within you—it's time to unlock it.

What if you could have your leadership development fully or partially funded?

This opportunity is available to you!

To find out more, contact Samantha Felstead at samantha@tpwtd.com or visit <https://bit.ly/15-mins-sam> to book a no-obligation call.

We have also created some exercises that will help support your growth as a business owner, leader and manager.

So why not have a go?



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 1: Vision Alignment and Goal Setting

Objective: To help leaders define a clear vision and align team goals with this vision.

Instructions:

1. Define Your Vision:

- a. Take a moment to reflect on what you want your business or team to achieve in the next year.
- b. Write down your vision statement in one or two sentences. Be specific and ensure it reflects your core values and long-term objectives.
- c. Example: "To become the leading provider of innovative training solutions, empowering individuals and organisations to unlock their full potential."

2. Identify Key Goals:

- a. List the top 3-5 goals to help you achieve this vision.
- b. For each goal, write down specific, measurable outcomes you want to see by the end of the year.
- c. Example: "Increase client satisfaction scores by 20% through enhanced customer service training."

3. Team Alignment:

- a. Schedule one-on-one meetings with each team member. Share your vision and discuss how their personal and professional goals can align with the business's objectives.
- b. Write down the key points from these discussions, including any new goals or adjustments to existing ones.

4. Action Plan:

- a. Develop an action plan that outlines the steps needed to achieve these goals. Include deadlines and assign responsibilities to team members.
- b. Review this plan regularly with your team to ensure everyone stays aligned and motivated.



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 2: Building Self-Belief and Empowering Your Team

Objective: To build self-belief and empower team members to realise their full potential.

Instructions:

1. Self-Reflection:

- a. Reflect on a past achievement that you are proud of. Write a brief description of the challenge, the actions you took, and the outcome.
- b. Identify the skills or qualities you demonstrated during this achievement. Write these down as strengths.

2. Empowering Conversations:

- a. Schedule regular one-on-one meetings with each team member.
- b. During these meetings, discuss their strengths and areas for development. Use examples to highlight their past successes and encourage them to believe in their potential.
- c. Ask each team member to identify a skill they want to improve and commit to supporting their development.

3. Set Stretch Goals:

- a. Work with each team member to set one stretch goal that pushes them slightly out of their comfort zone.
- b. Example: "Lead a team project for the first time, focusing on improving communication and collaboration skills."
- c. Provide resources, mentorship, and encouragement to help them achieve this goal.

4. Track Progress:

- a. Create a simple progress tracker where team members can record their achievements and reflections as they work towards their stretch goals.
- b. Review progress regularly and celebrate successes, no matter how small.



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 3: Accountability and Ownership

Objective: To foster a culture of accountability and ownership within the team.

Instructions:

1. Self-Assessment:

- a. Reflect on a recent project or task where you were in a leadership role.
- b. Answer the following questions:
 - i. What were the outcomes of the project?
 - ii. What actions did you take to contribute to these outcomes?
 - iii. How did you handle any challenges or setbacks?

2. Set Clear Expectations:

- a. Write down the top 5 responsibilities of your role. For each responsibility, define what success looks like.
- b. Example: "Responsibility: Leading client meetings. Success: Meetings are well-prepared, objectives are met, and client feedback is positive."

3. Accountability Agreement:

- a. Create an accountability agreement for your team. This should outline the expectations for taking ownership of tasks and outcomes.
- b. Example Agreement Points:
 - i. "I will take full responsibility for the tasks assigned to me."
 - ii. "I will seek solutions rather than excuses when facing challenges."
 - iii. "I will communicate openly about progress and ask for help when needed."
- c. Have each team member sign the agreement and commit to meeting these standards.

4. Regular Check-Ins:

- a. Implement a system of regular check-ins where team members report on their progress, discuss any obstacles, and receive feedback.
- b. Use these sessions to reinforce the importance of accountability and to support team members in taking ownership of their work.



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 4: Creating Your 45-Day Success Plan

Objective: To develop and commit to implementing new habits and strategies over the next 45 days.

Instructions:

1. Identify Key Focus Areas:

- a. Reflect on the content of the ebook and your previous exercises. List five tools, strategies, or habits you believe will significantly impact your leadership.
- b. Examples: "Daily self-reflection," "Improving team communication," and "Delegating tasks more effectively."

2. Set Specific Actions:

- a. For each focus area, write down a specific action you will take to implement it. Be clear about what you will do, how often, and in what context.
- b. Example: "Spend 10 minutes at the end of each day journaling about what went well and what could be improved."

3. Create a 45-Day Timeline:

- a. Map out your 45-day plan by assigning each action to specific days. Consider using a calendar or planner to schedule these activities.
- b. Example: "Week 1: Focus on self-reflection. Week 2: Introduce team communication strategies," and so on.

4. Monitor Progress:

- a. Monitor your daily progress using a simple tracking system. You could use a checklist, a habit-tracking app, or simply mark off each day on a calendar.
- b. At the end of each week, take a few moments to reflect on your progress.
- c. Adjust your plan if needed to ensure you stay on track.



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 5: Self-Leadership Audit

Objective: To assess your leadership strengths and weaknesses and identify areas for development.

Instructions:

1. Strengths and Weaknesses Assessment:
 - a. List your top 3 strengths as a leader. Consider qualities like communication, decision-making, empathy, etc.

My Strengths:

1. _____
2. _____
3. _____

- b. Next, list your top 3 weaknesses or areas where you need improvement.

My Weaknesses or Areas for Improvement:

1. _____
2. _____
3. _____



Your Workbook:

Leading with Motivational Intelligence

2. Feedback from Others:

- a. Contact three colleagues, team members, or mentors and ask for honest feedback about your leadership. What do they see as your strengths? Where do they think you could improve?
- b. Compare this feedback with your self-assessment. Are there any surprises? How does their perspective align with yours?

3. Create an Action Plan:

- a. Based on your assessment and the feedback you received, choose one strength to build on and one weakness to improve over the next three months.
- b. For each area, write down specific actions you will take to develop further. This could include training, mentorship, or practising specific skills.

4. Regular Review:

- a. Schedule a follow-up session with yourself or your feedback partners in three months to review your progress.
- b. Reflect on what has changed, what has improved, and what still needs work. Use this as a foundation for continued growth.



Your Workbook:

Leading with Motivational Intelligence

Workbook Exercise 6: Change Commitment

Objective: To embrace and commit to necessary personal and professional growth changes.

Instructions:

1. Identify Areas for Change:

- a. Reflect on areas in your personal and professional life where change is needed. This could be habits, mindsets, or approaches that no longer serve you.
- b. Write down at least three areas where you need to make a change.

- 1. _____
- 2. _____
- 3. _____

2. Develop a Change Strategy:

- a. For each identified area, write down a strategy for implementing change. Include specific actions, timelines, and resources you will need.
- b. Example: "I need to delegate more tasks. Strategy: Identify 3 tasks to delegate this week and train a team member to take them over."



Your Workbook:

Leading with Motivational Intelligence

3. Visualise Success:

- a. Spend a few minutes each day visualising what success looks like after you've made these changes. How will your life or work improve? How will you feel?
- b. This practice helps to reinforce your commitment to change and keeps you motivated.

4. Commit to Action:

- a. Write a commitment statement at the end of this exercise. It should begin with, "I commit to changing..." and include the areas you've identified.
- b. Read this commitment daily to remind yourself of your changes and why they are important.

My Commitment Statement



Your Workbook: Leading with Motivational Intelligence

And finally, **What Kind of Leader Are You Right Now?**

Self-Assessment of Your Leadership Strengths and Weaknesses

Before diving into the final exercises, take a moment to reflect on your current state as a leader. Consider your strengths and weaknesses in management and leadership.

Use this as a foundation for the Start, Stop, Continue exercise.

Start

What new leadership habits or skills should you develop? Learning is continuous, and the ability to adapt and grow is critical in leadership. Reflect on the ideas and concepts you've encountered in your leadership journey. What new habits or practices could significantly improve your effectiveness as a leader?

Exercise: Identify and list 5 new leadership habits or skills you want to develop. These include delegating more effectively, practising emotional intelligence, or enhancing your strategic thinking abilities. Consider how you can start incorporating these habits into your daily leadership practice.

1. _____
2. _____
3. _____
4. _____
5. _____



Your Workbook:

Leading with Motivational Intelligence

Stop

What leadership behaviours are holding you back?

Even the best leaders have habits or behaviours that may be counterproductive. Identifying and addressing these is crucial for your growth and your team's success.

Exercise: Identify and list 5 leadership behaviours, habits, or mindsets that no longer serve you or your team well. These could include micromanaging, avoiding difficult conversations, or relying too heavily on old strategies that are no longer effective. Acknowledging and committing to stopping these behaviours is the first step toward becoming a more effective leader.

1. _____
2. _____
3. _____
4. _____
5. _____



Your Workbook: Leading with Motivational Intelligence

Continue

What are you already doing well as a leader?

Most leaders need to pay more attention to the power of their current skills, habits, and behaviours. Reflect on the actions and mindsets contributing to your leadership success so far.

Exercise: Identify and list 5 leadership behaviours, skills, or habits that you consistently and positively impact your team and your role as a leader. These could include active listening, providing regular feedback, or leading by example. Consider how these habits help you inspire, motivate, and guide others, and commit to maintaining them.

1. _____
2. _____
3. _____
4. _____
5. _____



Commitment to Action

Leadership development is an ongoing journey that requires consistent effort and reflection. Use the Start, Stop, Continue exercise to guide your growth and commit to taking action on the insights you've gained.

Revisit your list regularly to track your progress and make adjustments as necessary. Remember, great leaders are those who continually seek to improve themselves and their impact on others.

In closing, remember that leadership is not just about managing others; it's about self-management, growth, and continuous improvement. By completing these exercises, you are taking concrete steps towards becoming a more effective, resilient, and adaptable leader. Change takes time, effort, and commitment, but the rewards are immense.

Leadership is a journey, not a destination. As you continue to develop your skills and habits, you will improve your effectiveness as a leader and inspire those around you to reach their full potential. Keep revisiting these exercises, track your progress, and stay committed to your growth. Your future success is your choices today—so make them count!



Ready to Elevate Your Leadership?

You've already taken the first step by reflecting on your strengths, identifying areas for growth, and committing to becoming a better leader. Imagine the impact you could make with consistent effort, guided support, and a community of like-minded professionals.

Becoming an exceptional leader doesn't happen overnight, but it's a journey worth taking.

As you continue to develop these new habits and refine your leadership approach, remember that every small step forward brings you closer to the leader you aspire to be.

What if you could have your leadership development fully or partially funded? This opportunity is available to you!

To find out more, contact Samantha Felstead at samantha@tpwtd.com or visit <https://bit.ly/15-mins-sam> to book a no-obligation call.

Keep pushing forward—your next leadership breakthrough is just around the corner.

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