LEADER VS BOSS: 12 DELINEATING LEADERSHIP CHARACTERISTICS
12. LEARNING & GROWTH
LEADERS

Teach you why and how to do it.

A focus on the why is one of the critical characteristics of a leader - it makes learning sustainable and transferable to other situations.

BOSSES

Tell you what to do.
11. EMOTIONAL INTELLIGENCE
LEADERS
Emotional and people experts

A boss is a subject matter expert. A leader is an emotional and people expert. Great leaders are very sensitive, albeit not emotional.

BOSSES
Subject matter experts
10. DISTRIBUTION OF SUCCESS
LEADERS

Want you to feel successful.

One of the incredible characteristics of a leader is linking individual success to the success of those they lead.

If those people do not succeed, the leaders have failed in both their minds – and hearts.

BOSSES

Need you to perform.

If those people do not succeed, the leaders have failed in both their minds – and hearts.
9. WHO OWNS ACCOUNTABILITY
LEADERS

Build your confidence for self-accountability.

A boss holds you accountable. A leader grows the confidence and passion from within you to build self-accountability.

BOSSES

Hold you accountable.

It is an incredible process to watch unfold and supports sustainable success all around.
8. SUCCESS MEASURES
LEADERS

Measure success by passion and impact of the people they influence.

BOSSES

Measure success by a title or rank in the hierarchy.

Bosses determine their success by a title position or hierarchy in the business.

Leaders define their success by the passion and impact of the people they influence.
7. AUTHORITY DEPENDENCY
LEADERS

Independent of authority and position

A boss depends on positional power to have an impact. Leadership influence is not dependent on power or position.

Some of the most fantastic leaders I have encountered had no authority over the people they influenced.

BOSSES

Dependent on authority and position
6. PRIORITY FOCUS
LEADERS

Focus is on what is right.

A boss focuses on what is right now – putting out the daily fires.

A leader stays focused on doing what is right.

BOSSES

Focus is on what is right now.
5. OPERATIONAL & DECISION PRIORITIES
LEADERS

Operate with a legacy in mind.

A boss focuses decisions on the competition. Leaders stay aware of their competition, but operate with a legacy in mind.

This also supports not making potentially bad decisions at the moment and focusing on the future.

BOSSES

Operate with competition in mind
4.

MOTIVATORS
LEADERS

Driven by passion and purpose

A boss is driven by fear and reaction. A leader stays driven by passion and purpose – even during the challenging times.

BOSSES

Driven by fear and reaction
3. CAREER GOALS
LEADERS

Want you to do better than they did.

This is a HUGE definer of a boss vs leader. A boss always wants to stay your boss. A leader – much like a parent – wants you to do better.

BOSSES

Want to always be your boss.

A leader would proudly build you to ‘the boss.’
2. PRINCIPLES OF PLEASURE
LEADERS

Get joy from others' success.

A boss gets pleasure from being recognized for doing a great job.

BOSSES

Get joy from their success.

Leaders get pleasure out of seeing others rewarded for the fantastic results of their passion.
1. CONDITIONING OF COMMUNICATION
LEADERS

Build your confidence so you will tell them what they need to hear.

BOSSES

Build your fear so you will tell them what they want to hear.

Bosses keep you wondering or in fear just enough so that you tell them what they want to hear. At the least, they condition you not to say what they do not want to hear.

Leaders build your confidence and trust so you will tell them what they need to hear.
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