



LEADER VS BOSS: 12 DELINEATING LEADERSHIP CHARACTERISTICS

12.

LEARNING & GROWTH



LEADERS

Teach you why and how to do it.

BOSSES

Tell you what to do.



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



11.

EMOTIONAL INTELLIGENCE



LEADERS

Emotional and people experts

BOSSES

Subject matter experts

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



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.

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 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.

BOSSES

Measure success by a title or rank in the hierarchy.



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.

BOSSES

Dependent on authority and position

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



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.

BOSSES

Operate with competition in mind

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



4. MOTIVATORS



LEADERS

Driven by passion and purpose

BOSSES

Driven by fear and reaction



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



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.

A leader would proudly build you to 'the boss.'

BOSSSES

Want to always be your boss.



2.

PRINCIPLES OF PLEASURE



LEADERS

Get joy from others' success.

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

Leaders get pleasure out of seeing others rewarded for the fantastic results of their passion.

BOSSES

Get joy from their success.



1.

CONDITIONING OF COMMUNICATION



LEADERS

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

BOSSES

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

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



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