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SHINE!

Being a Beacon of Light Through Your Actions

By Lori A. Hoffner

In the intricate dance of professional life, there are moments when we find ourselves discombobulated— And yes, discombobulated is a word!

Discombobulated - *adjective* (humorous): confused and disconcerted

These instances often arise when faced with challenges that seem overwhelming, frustrating, or simply draining. It's during these perplexing times that the term "discombobulated" finds its true resonance. As leaders, how do we navigate through these storms, maintain our composure, and guide our teams with unwavering resolve?

The essence of leadership lies in its dynamic nature. The term "lead" originated from "to set in motion" and "to accompany someone." When the waters are calm, leading is relatively straightforward; routines are known, expectations are clear, and tasks are manageable. However, it is during the storms that true leadership skills are put to the test.

Leadership, however, is not a static title; it is an action—a verb. A leadership position doesn't automatically confer effective leadership. It's the actions taken during challenging times that truly define a leader. In the face of confusion and limbo, how can you be the guiding light that brings everyone together?

Be the Beacon of Light that SHINES

- **Maintain Clear Communication:** Transparency becomes paramount during challenging times. Communicate openly with your team about the situation, the steps being taken, and the role each member plays.
- **Foster a Collaborative Environment:** Encourage teamwork and collaboration. Emphasize that everyone's contributions matter and that collective efforts are key to overcoming challenges.
- **Lead by Example:** Demonstrate resilience and a positive attitude. Your actions will set the tone for how others respond to adversity.
- **Empower Your Team:** Allow individuals to SHINE in their areas of expertise. Trust your team members to take the lead when their skills are needed, fostering a sense of empowerment and ownership.

- **Reconnect with Your Purpose:** Reflect on why you chose your profession. Reconnecting with the core purpose of your work can reignite the passion and drive needed to weather the storm.
- **Share Your Vision:** Remind your team of the bigger picture and the positive impact of their work. Reinforce the sense of purpose that unites everyone in the face of challenges.

In the midst of confusion and disarray, it's essential to remember that leadership is not confined to a title. It's about action, resilience, and guiding others through tumultuous times. As a leader, the ability to SHINE brightly amid discombobulation defines your true impact on your team and organization.

When faced with disconcerting moments, embrace the term "discombobulated." Use it not as a representation of chaos but as an opportunity to showcase leadership in motion. Be the beacon of light, set things in motion, and empower others to SHINE. After all, it's during the storms that true leaders emerge, proving that leadership is not just a noun—it's a verb in action.

SHINE



S - Specifics Matter

Break It Down: When faced with confusion, take a step back and focus on specifics. Break down tasks into extremely specific actions. This helps in staying focused and avoiding distractions.

Mission-Centric Approach: Stay true to the mission of your work. Align every specific action with the overarching purpose, ensuring that clarity prevails even in the midst of chaos.

H - Honesty Builds Trust

Integrity in Decisions: Emphasize integrity, truthfulness, and straightforwardness in your decisions. Be transparent about the rationale behind your choices, fostering trust among your staff, customers, and the organization.

Trustworthiness: Understand that trust is crucial. Cultivate an environment where your decisions and actions are trustworthy, creating a foundation for a positive and honorable workplace culture.

I - Intuition as a Guide

Power of Intuition: Acknowledge the power of intuition. Trust your instincts, especially when a decision feels right. Resist overthinking and encourage your staff to rely on their intuition when it aligns with their experience and the mission.

Experience-Based Decision-Making: Leverage your experience to make informed decisions. At the same time, foster a culture where your team feels empowered to trust their instincts and make decisions aligned with the overall objectives.

N - Notice and Recognize

Observation Over Assumptions: Rely on firsthand observation rather than hearsay or assumptions. Notice what your staff is doing and how they are contributing to the mission. Address issues based on actual observations.

Express Gratitude: Recognize and appreciate the efforts of your staff. Say thank you to acknowledge their contributions. Positive reinforcement creates a motivated and engaged team.

E - Evaluate and Articulate

Quality and Importance: Evaluate the quality and importance of the work. Clearly articulate the criteria behind decision-making processes. This ensures transparency and understanding among your team.

Collaborative Evaluation: Involve your team in evaluating outcomes. Foster a collaborative environment where decisions and their consequences are assessed collectively, promoting a sense of shared responsibility.

By SHINING brightly with a focus on Specifics, Honesty, Intuition, Notice and Recognition, and Evaluation and Articulation, leaders can navigate through challenging times with resilience and effectiveness.

Lori A. Hoffner, Organizational Development Speaker & Trainer helps people and organizations create open, positive, and inclusive environments through her speaking, training, and consulting. Since 1997, Lori has had the pleasure of working with audiences across the country to help them learn, grow, and develop positive practices for their organizations. If you want to learn how Lori can support your team, give us a [call](#).