

# Ending Leadership Frenzy: 5 Steps to Becoming a More Thoughtful and Effective Leader

**“Leadership Frenzy” is becoming more pervasive...and destructive.**

As leaders – leaders of organizations, business units, teams, and/or families – our clients are being called upon to do more, with less, quicker. They are often in overwhelm, constantly running on a leadership treadmill to simply stay in place and keep pace with demands.

*Thoughtful Leadership* is an answer to this frenzy. It is a chance to invest the time to think through how you’re leading and what you’re doing before you actually do it, in order to be more effective. A chance to sit still, be present, reflect, think beyond your own needs and wants, focus on the big picture and get out of the weeds, look in the hard places, quiet the voices in your head, follow your gut and intuition...and lead – equipped to show up as your best self and achieve the greatest results.

We counsel our clients to pause and think – to be still – before they take an action, even if only for a few moments. This pause allows them the opportunity to become proactive rather than reactive, and to achieve the outcomes they truly seek for themselves, their businesses, and their lives.

The following five steps are the backbone to our *Thoughtful Leadership* model.

## Step #1 – Know where you are and where you’re going

The first step of *Thoughtful Leadership* is to truly be aware – of yourself, your biases, your strengths and weaknesses, as well as of where you’re headed – the where you want to get to and the who you want to be.

Knowing yourself and what you bring to a situation or topic is essential in order to lead thoughtfully and effectively. This self-knowledge allows you to rely and build on your strengths, while bolstering your weaker areas through support from others. By knowing what you’re good at and what you’re not, you can better prepare to proactively work through any situation. By knowing the “buttons” that set you off, you can best manage your emotions to get to the results you seek. All this allows you to lead authentically – as yourself – which is always the strongest way to lead.

It is also essential to be conscious of your ultimate goal, to know your intentions in any situation. Only with this knowledge, are you able to actually aim for your desired destination or approach, rather than where your minute-by-minute decisions take you. Armed with a sense of how you want to lead and show up with others, you have a compass to guide you to the best *Thoughtful Leadership* and maximum achievement.

- *What are your strengths?*
- *Where are your areas for development?*
- *Where are you headed?*
- *How do you want to lead/connect with others?*

If you’re not sure where you’re headed, [click here](#) for a free consultation, and we’ll happily help you figure that out.

## Step #2 – Stop, look, listen

The second step of *Thoughtful Leadership* is to take the time to fully think and feel things through before you act, even if that time is a mere few seconds. It is necessary to sit with the unknown and to be fully conscious as to what is happening around and within you (and others), so that you can make a decision about how to move forward based on as full an understanding of the situation and people involved as possible.

Pausing to be conscious and reflect allows you the space to truly be proactive, rather than reactive, to respond rather than simply react. Pausing may require an hour a week away from the office (or the kitchen table), or it may simply be a deep breath before you answer a question or continue a conversation. Either way, that break from the push to immediately “do something” offers you an opportunity to lead more intentionally, driving towards your final purpose.

- *What do you need to sit with?*
- *What is truly going on?*
- *What do you see? What do you hear?*

If things seem totally unclear to you, [click here](#) for a free consultation, and we’ll be glad to help you navigate through.

### Step #3 – Dig even deeper

The third step of *Thoughtful Leadership* is to dig even deeper to uncover hidden information that will affect your decision, and your final outcome. This is the time to approach the situation with curiosity, with the “beginner’s mind” – not knowing what you already know. It is a chance to ask questions and truly listen for the answers, to ask “why” at least five times to expose hidden agendas and unspoken assumptions.

Digging deep offers the chance to reveal perspectives and potential blinders, yours as well as those of others. This knowledge of various viewpoints affords us the opportunity to have increased compassion and understanding for the various viewpoints and perceptions. “Perception is reality,” is a much-quoted concept, and by being aware of and taking others’ perceptions into consideration, you have a much greater possibility of connecting effectively and leading to measurable impact.

- *Why?*
- *Where are your blinders blinding you to someone else’s truth?*
- *Where do you need to dig deeper?*
- *What are the various perspectives?*

If you’re not able to dig deeper to see more, [click here](#) for a free consultation, and we’ll help you uncover things that may be hidden.

### Step #4 – Make a decision

The fourth step of *Thoughtful Leadership* is to make a decision, a choice as to what your next action or comment will be. This step is built firmly upon the preceding three steps, and it is the time when “the rubber hits the road” and you take a stand on how you want to lead and what you want to do.

It is important to remember that there is always a choice, in any situation, as to how you will show up and what you will do. In fact, even not acting is a choice. Step #4 is the chance to exercise that choice – to be in choice and in control, leading the situation rather than letting it lead you. This step is also the chance to plan the best way to do what needs to be done – to think through the why, where, how, and who, before you actually do the what.

- *What will you choose?*
- *What do you need to do?*

If you’re stuck and unable to make a decision, [click here](#) for a free consultation, and we’ll show you ways to move through the process to a clear choice.

## Step #5 – Just do it...or not

The fifth step of *Thoughtful Leadership* is to finally take the action that needs to be taken and do what needs to be done...or not, because sometimes what needs to be done is nothing, and sometimes the action we need to take is to simply sit still and let things unfold. Only by working through the steps of *Thoughtful Leadership* will you know what is best.

Effective Thoughtful Leaders are high say and high do – they talk about issues and bring them to the forefront, and they also do what they say they’re going to do to resolve the issues at hand. They continue to sit with the unknown when necessary, but they’re also able to take action and resolve a concern before the problem truly occurs.

The most successful Thoughtful Leaders take this process a few steps further in order to achieve the utmost effect. They commit to their action (or inaction) loudly and clearly, making their decision public so that they are more tightly held to it. They enlist trusted others to help hold them accountable for their commitment. They go so far as to schedule time to take the action (as they have most likely scheduled time for this entire process). In short, they do all they can to nearly guarantee that they will do what they say they’re going to do and act as they say they’re going to act.

- *What will you do (or not do)?*
- *How will you make sure you do it (or not)?*

If you find it hard to take the next step to move ahead, [click here](#) for a free consultation, and we’ll happily help you commit to go forward (or not).

By following these five simple steps of *Thoughtful Leadership* you are able to stop your Leadership Frenzy. Investing the time to think things through and choose to respond in a way that gets you closer to your ultimate goal, saves you time and effort in the long run, and more effectively yields you, and your business, visible change and greater results.

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## About Chatsworth Consulting Group

Chatsworth Consulting Group, based in New York and Pennsylvania, helps individuals and organizations articulate and realize their goals. By taking a holistic approach to consulting and coaching, CCG uncovers the often-hidden opportunities for success so that clients move forward with greater focus and purpose.

Our team has a combined background of 203 years of experience in industries as varied as Education and Government; Finance and Insurance; Health and Human Services; Professional Services; Media and Entertainment; and Technology and Telecommunications. Because all team members are both coaches and leadership consultants, and have worked and managed in various organizations, we bring a level of expertise and experience to our clients that helps them have measurable impact in their businesses and lives.

Learn more by visiting [www.chatsworthconsulting.com](http://www.chatsworthconsulting.com) or calling +1 212-537-6897.