



Tough Situations

Degree of Difficulty: Tougher

SITUATION:

You supervise an employee who is very capable and willing to do just about any task required.

YOUR MISSION:

Take advantage of his/her capabilities and don't get in his/her way.

WHAT YOU SHOULD DO OR SAY:

This is a dream situation for you as a leader, right? Most leaders would say yes but it can be as difficult for some leaders to lead in these situations as it is for them to lead poor performers. There's danger in situations like these for leaders. The danger is that if incorrectly led, people like this can become less motivated. Your mission is to lead him/her in ways that keep him/her motivated. It's possible to over-lead!

"Eric, let me know if you need any help with this. Otherwise, I know you can handle it."

"Eric, I'll check in with you from time to time to see how you're doing but I'm confident you can handle this job."

WHY IT WILL WORK:

People who are performing at a consistently high level and possess a high degree of self-motivation will continue to do so with little or no interference from their supervisors. Watch them (not closely) and be there for them if they encounter an obstacle, but otherwise, enjoy the results they produce.