

# 9 WAYS TO LEAD WITH KINDNESS





# 1

## Be Genuine

Leading with kindness has to come from a place of authenticity and genuineness. As a leader you first have to believe and embrace the idea that kindness is good for your team and you, and that it will deliver results by making their lives better. You can't fake kindness



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## Be Supportive

Your team looks up to you for support, not only about work related stuff but also about other things that may be happening in their lives and have an impact in their performance. Leading with kindness is about being supportive in a non-judgmental way



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## Be Intentional

Kindness doesn't just "happen". Leading with kindness needs more than "random acts of leading with kindness". You have to be intentional and decisive about how you invest your energy in caring for your team and supporting them. You have to practice and practice your "leading with kindness" leadership style



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## Be Trustworthy

You may not necessarily be a "confidant" to the people in your team, but they still want to know that they can count on you and that you will keep your word to them. Your relationship with the team and the influence you have on them is based on trust, not power. Building and maintaining trust is key to lead with kindness



# 5

## Be Compassionate

Compassion is the willingness to do something to relieve the suffering or pain someone in your team may be going through. It requires awareness, a desire to relief the suffering, and a willingness to respond. Compassion is fundamental to leading with kindness



# 6

## Be Respectful

Leading with kindness thrives when you treat your team with respect, dignity and integrity. Respect is highly correlated with belonging, which in turn creates more engagement and productivity. To lead with kindness be respectful and it'll create the conditions to get the best results



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## Be Grateful

Leading with kindness is also about regularly recognizing and appreciating, and giving credit to your team for the work (efforts and outcomes) they do. Kindness is caring and consideration, and this means generously expressing gratitude





# 8

## Be Purposeful

Leading with kindness to get better work results requires connecting people and their contributions with a "higher purpose". It is about giving them meaning and valuing the work they do, accordingly. Be "purposeful" in the way you design and assign workloads so that your employees find meaning in their work



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## Be Open-minded

Kindness makes people's lives better (receiver and giver's lives). That's the direct result. Getting better work results will happen over time. Be open-minded as in believe that leading with kindness will make your team more productive, but this won't happen overnight