THE PSYCHOLOGY OF LEADERSHIP:

UNDERSTANDING WHAT MAKES GREAT LEADERS

By Sebastien Page TABLE OF CONTENTS 1.

INTRODUCTION Sebastien Page's "The Psychology of Leadership" explores the psychological principles that underpin effective leadership.

Drawing from psychology, neuroscience, and organizational behavior, the book reveals that great leadership isn't about charisma or authority—it's about understanding human psychology and applying it skillfully.

The Core Premise: - Leadership is fundamentally

psychological - Understanding human behavior is essential - Great leaders understand psychology - Leadership skills can be learned - Psychology provides the framework The Revolutionary Insight: Traditional leadership view: - Leaders are born, not made - Charisma is essential - Authority comes from position - Command and control works - Leadership is about the leader Psychological leadership view: - Leadership can be learned - Understanding people matters most - Influence comes from trust

- Empowerment works better - Leadership is about followers The Book's Approach: - Psychological principles - Neuroscience research - Practical applications - Real-world examples - Actionable strategies Why This Matters: - Leadership determines organizational success -

Psychology explains what works - Skills can be developed - Everyone can lead better - Impact multiplies The Core Principles: - Influence through understanding - Trust through authenticity - Motivation through meaning - Performance through empowerment - Change through psychology CHAPTER 1: THE PSYCHOLOGY OF INFLUENCE The Nature of Influence Leadership Is Influence: - Not authority - Not position - Not control - Voluntary followership - Psychological process Why Influence Matters: - Authority is limited - Compliance isn't commitment - Influence creates engagement - Engagement drives performance - Sustainable leadership The Science of Influence

Cialdini's Principles: 1.

Reciprocity: - People return favors - Give first - Creates

obligation - Powerful motivator Application: - Help your team - Provide resources - Support their goals - They'll support yours 2.

Commitment and Consistency: - People honor commitments - Especially public ones - Small commitments lead to larger - Consistency is valued Application: - Get small agreements first - Make commitments public - Build incrementally - Leverage consistency 3.

Social Proof: - People follow others - Especially similar others - Uncertainty increases effect - Powerful conformity Application: - Highlight others' adoption - Use testimonials - Show momentum - Create bandwagon 4.

Authority: - People defer to experts - Credentials matter -

Expertise influences - But must be genuine

Application: - Build expertise - Share credentials appropriately - Demonstrate knowledge - Earn authority

5.

Liking: - People say yes to those they like - Similarity increases liking - Compliments work - Cooperation builds liking Application: - Find common ground - Show genuine interest - Give sincere compliments - Collaborate

 6.

Scarcity: - People value scarce things - Limited availability increases desire - Potential loss motivates - Urgency drives action Application: - Highlight uniqueness - Create appropriate urgency - Show what's at stake - Don't overuse Ethical Influence The

Responsibility: - Influence is powerful - Can be used or abused - Ethics matter - Long-term thinking - Win-win approach Principles: - Transparency - Honesty - Mutual benefit - Respect autonomy

- Build trust The Lesson: - Influence is psychological - Principles are proven - Can be learned - Must be ethical - Foundation of leadership CHAPTER 2: EMOTIONAL INTELLIGENCE IN LEADERSHIP The EQ Imperative EQ Matters More Than IQ: - For leadership success - Predicts performance - Enables influence - Builds relationships - Essential skill The Five Components: 1.

Self-Awareness: - Knowing your emotions - Understanding impact - Recognizing patterns - Foundation of EQ Leadership Application: - Know your triggers - Understand your impact on others - Recognize

your strengths and weaknesses - Continuous self-monitoring 2.

Self-Regulation: - Managing emotions - Controlling impulses - Staying calm under pressure - Emotional maturity Leadership Application: - Don't react impulsively - Model emotional control - Stay calm in crisis

- Think before acting 3.

Motivation: - Internal drive - Passion for work - Optimism - Commitment to excellence Leadership Application: - Lead by example - Show enthusiasm - Maintain optimism - Inspire through passion 4.

Empathy: - Understanding others' emotions - Perspective-taking - Compassion - Emotional attunement

Leadership Application: - Understand team members - Consider their perspectives - Show you care - Build trust

5.

Social Skills: - Managing relationships - Communication - Influence - Conflict resolution Leadership Application: - Build strong relationships - Communicate effectively - Influence skillfully - Resolve conflicts Developing Leadership EQ Self-Awareness Practices: - Regular self-reflection - Seek feedback - Journaling

- Mindfulness - 360-degree assessments Self-Regulation Practices: - Pause before reacting - Deep breathing - Reframing - Stress management - Emotional labeling Empathy Practices: - Active listening - Perspective-taking - Ask about feelings - Observe body language - Show compassion The Lesson: - EQ is essential for leadership -

Can be developed - Practice is key - Transforms effectiveness - Builds influence CHAPTER 3: DECISION-MAKING UNDER PRESSURE The Leadership Challenge Leaders Make Decisions: - Often under pressure - With incomplete information - With high stakes - Under scrutiny - Constantly Why It Matters: - Decisions determine outcomes - Team watches how you decide - Pressure reveals character - Quality matters - Process matters The Psychology of Decision-Making

Cognitive Biases: 1.

Confirmation Bias: - Seeking confirming information - Ignoring contradictory evidence - Reinforcing existing beliefs Mitigation: - Actively seek disconfirming evidence - Devil's advocate - Diverse perspectives - Challenge assumptions 2.

Anchoring: - Over-relying on first information - Insufficient adjustment - Affects estimates and judgments Mitigation: - Generate multiple anchors - Consider range of possibilities - Don't accept first number - Independent analysis 3.

Availability Bias: - Judging by ease of recall - Recent and dramatic seem common - Personal experience overweighted Mitigation: - Seek statistical information - Don't overweight recent events - Use base rates - Systematic analysis 4.

Sunk Cost Fallacy: - Continuing because of past investment - Can't let go - Throwing good money after bad Mitigation: - Focus on future, not past - Past costs are sunk - Make decisions based on forward-looking analysis

- Be willing to cut losses 5.

Groupthink: - Group consensus overrides individual judgment - Conformity pressure - Suppressing dissent Mitigation: - Encourage dissent - Devil's advocate - Anonymous input - Diverse team Decision-Making Under Pressure The Stress Response: - Fight or flight - Narrows focus - Impairs complex thinking - Increases bias - Reduces options considered Managing Pressure: 1.

Recognize the Response: - Awareness is first step - Notice physical signs - Acknowledge stress - Don't deny it 2.

Pause: - Don't decide immediately - Take a breath - Step back - Create space 3.

Reframe: - Challenge as opportunity - Focus on what you

can control - Maintain perspective - Stay optimistic 4.

Systematic Process: - Use decision framework

- Don't rely on gut alone - Consider alternatives -
Evaluate systematically The Decision-Making Framework

 1.

Define the Problem: - What are you really deciding?

- What's the core issue?

- What are the constraints?

- Be clear and specific 2.

Gather Information: - What do you need to know?

- Seek diverse sources - Challenge assumptions -
Sufficient but not excessive 3.

Generate Alternatives: - Multiple options - Creative thinking - Don't settle for first idea - Expand possibilities 4.

Evaluate Options: - Criteria for evaluation - Pros and cons - Risks and benefits - Systematic comparison 5.

Make the Decision: - Choose best option - Based on analysis - Trust the process - Commit fully 6.

Implement: - Clear action plan - Assign responsibilities - Monitor progress - Adjust as needed 7.

Review: - What happened?

- What worked?

- What didn't?

- What did you learn?

The Lesson: - Decision-making is psychological - Biases affect everyone - Pressure impairs judgment - Process helps - Can be improved CHAPTER 4: BUILDING TRUST AND CREDIBILITY The Foundation of Leadership Trust Is Essential: - Foundation of influence - Enables followership - Builds engagement - Creates psychological safety - Determines effectiveness Without Trust: - Compliance, not commitment - Resistance - Politics - Low performance - Leadership fails The Psychology of Trust What Creates Trust: 1.

Competence: - Ability to deliver - Expertise - Track record - Reliability 2.

Character: - Integrity - Honesty - Consistency - Values alignment

3.

Caring: - Genuine concern - Empathy - Support - Putting others first The Trust Equation: Trust = (Credibility + Reliability + Intimacy) / Self-Orientation - Credibility: Expertise and honesty - Reliability: Consistency and dependability - Intimacy: Emotional connection and safety - Self-Orientation: Focus on others vs.

self (lower is better) Building Trust Demonstrate Competence: - Deliver results - Build expertise - Be reliable - Follow through - Admit what you don't know Practices: - Set realistic expectations - Meet commitments - Continuous learning - Ask for help when needed - Build track record Show Character: - Be honest - Act with integrity - Align actions with values - Be consistent - Do what's right Practices: - Tell the truth - Keep

promises - Walk the talk - Admit mistakes - Make ethical choices

Express Caring: - Show genuine interest - Listen actively - Support team members - Put their interests first - Be vulnerable Practices: - Regular one-on-ones - Ask about their lives - Support their goals - Show appreciation - Share yourself Reduce Self-Orientation: - Focus on others - Not just your agenda - Serve the team - Humble leadership - We not I Practices: - Ask "How can I help?

" - Give credit to others - Admit mistakes - Share success - Servant leadership Rebuilding Trust When Trust Is Broken: - Acknowledge it - Take responsibility - Apologize sincerely - Make amends - Rebuild through action The Process: 1.

Acknowledge the breach 2.

Take full responsibility 3.

Apologize genuinely 4.

Understand the impact 5.

Make specific amends

6.

Change behavior 7.

Be patient 8.

Rebuild through consistent action The Lesson: - Trust is foundation - Built through action - Takes time - Easily broken - Can be rebuilt CHAPTER 5: MOTIVATING AND INSPIRING OTHERS The Motivation Challenge

Leaders Must Motivate: - Can't do everything yourself - Need engaged team - Motivation drives performance - Inspiration creates commitment - Essential leadership skill

 The Psychology of Motivation Intrinsic vs.

Extrinsic: Extrinsic Motivation: - External rewards - Money, bonuses, recognition - Compliance - Short-term - Limited effectiveness Intrinsic Motivation: - Internal drive - Meaning, mastery, autonomy - Commitment - Sustainable - More powerful Self-Determination Theory: Three Psychological Needs:

1.

Autonomy: - Control over work - Choice - Self-direction - Ownership 2.

Competence: - Mastery - Growth - Achievement -

Progress 3.

Relatedness: - Connection - Belonging - Purpose - Contribution Satisfy These = Intrinsic Motivation Creating Intrinsic Motivation Provide Autonomy: - Give control - Allow choice - Trust team - Empower decisions - Avoid micromanaging Practices: - Set goals, not methods - Allow flexibility - Trust their judgment - Support their decisions - Give ownership Enable Mastery: - Challenging work - Learning opportunities - Feedback - Growth - Progress Practices:

- Stretch assignments - Training and development - Regular feedback - Celebrate progress - Support growth Foster Relatedness: - Connect to purpose - Show impact - Build community - Shared mission - Belonging Practices: - Communicate purpose - Show how work

matters - Build team culture - Celebrate together - Create meaning The Power of Purpose Why Purpose Matters: - Gives meaning to work - Sustains through difficulty - Inspires commitment - Attracts talent - Drives performance Creating Purpose: 1.

Clarify the Why: - Why does this work matter?

- Who does it serve?

- What's the impact?

- What's the larger mission?

2.

Connect Individual to Purpose: - How does their work contribute?

- What's their unique role?

- How do they make a difference?

- Personal meaning 3.

Communicate Constantly:

- Stories of impact - Customer testimonials - Mission reminders - Purpose-driven decisions The Lesson: - Intrinsic motivation is powerful - Autonomy, mastery, purpose - Can be created - Leaders enable it - Transforms performance CHAPTER 6: MANAGING CONFLICT AND DIFFICULT CONVERSATIONS The Conflict Reality Conflict Is Inevitable: - Different perspectives - Competing interests - Scarce resources - Personality clashes - Normal and natural Leaders Must Address It: - Avoiding makes it worse - Festering conflict damages team - Resolution builds trust - Skill can be learned -

Essential leadership capability The Psychology of Conflict

 Conflict Triggers: 1.

Threat to Identity: - Feeling disrespected - Competence questioned - Values challenged - Defensive response 2.

Threat to Resources: - Scarcity mindset - Competition - Win-lose thinking

- Protective behavior 3.

Threat to Autonomy: - Loss of control - Being told what to do - Micromanagement - Resistance Understanding Triggers: - Helps prevent conflict - Enables better response - Reduces escalation - Builds empathy Conflict Styles: 1.

Avoiding: - Withdrawing - Ignoring - Postponing -

Appropriate when: trivial issue, need time to cool down 2.

Accommodating: - Giving in - Prioritizing relationship - Sacrificing own needs - Appropriate when: issue matters more to them, preserving relationship 3.

Competing: - Asserting own position - Win-lose - Forcing - Appropriate when: emergency, unpopular decision necessary 4.

Compromising: - Splitting difference - Partial satisfaction - Quick resolution - Appropriate when: time pressure, equal power 5.

Collaborating: - Win-win - Integrating needs - Creative solution

- Appropriate when: important issue, time available,

relationship matters Best Approach: - Depends on situation - Collaborating is ideal when possible - Requires skill - Takes time - Builds relationships Managing Conflict The Process: 1.

Prepare: - Clarify your interests - Understand their perspective - Choose time and place - Calm yourself - Plan approach 2.

Create Safety: - Private conversation - Respectful tone - Mutual purpose - Psychological safety - Collaborative framing 3.

Understand: - Listen actively - Ask questions - Seek to understand - Acknowledge feelings - Find common ground 4.

Share Your Perspective: - Use "I" statements - Describe

impact - Express feelings - Avoid blame - Stay calm 5.

Problem-Solve: - Focus on interests, not positions - Generate options

- Seek win-win - Be creative - Commit to solution 6.

Follow Up: - Check in - Monitor progress - Adjust as needed - Rebuild relationship - Learn from experience

Difficult Conversations The Challenge: - High stakes - Strong emotions - Opposing views - Fear of consequences - Avoidance tempting The Framework: 1.

Start with Heart: - Clarify your purpose - What do you really want?

- For yourself, others, relationship - Stay focused on this 2.

Learn to Look: - Notice when safety is at risk - Watch for silence or violence - Monitor yourself and others - Restore safety when needed 3.

Make It Safe: - Mutual purpose - Mutual respect - Apologize when needed - Contrast to clarify - Create safety 4.

Master Your Stories: - Separate facts from stories - Challenge your interpretations

- Consider alternative explanations - Stay curious - Avoid victim/villain stories 5.

STATE Your Path: - Share your facts - Tell your story - Ask for others' paths - Talk tentatively - Encourage testing 6.

Explore Others' Paths: - Ask - Mirror - Paraphrase -

Prime - Agree where you can 7.

Move to Action: - Decide how to decide - Document

decisions - Follow up - Accountability - Close the loop

The Lesson: - Conflict is normal - Can be managed -

Skills can be learned - Builds relationships - Essential for

leadership CHAPTER 7: LEADING THROUGH

CHANGE The Change Imperative Change Is Constant: -

Accelerating pace - Disruption everywhere - Adaptation

required - Leaders must navigate - Essential skill Why

Change Is Hard:

- Uncertainty - Loss of control - Fear of unknown -

Comfort in familiar - Psychological resistance The

Psychology of Change The Change Curve: 1.

Denial: - "This won't affect me" - Ignoring reality -

Business as usual - Resistance 2.

Resistance: - "I don't like this" - Anger, fear - Active

opposition - Productivity drops 3.

Exploration: - "Maybe this could work" - Testing new

ways - Learning - Gradual acceptance 4.

Commitment: - "This is the new normal" - Full

engagement - Integration - Performance returns

Understanding the Curve: - Everyone goes through it - At

different paces - Can't skip stages - Leaders must support

- Patience required Resistance to Change: Sources:

- Loss of control - Uncertainty - Disruption of routine -

Fear of incompetence - Threat to identity - Past negative

experiences Not Irrational: - Legitimate concerns -

Psychological needs - Must be addressed - Empathy required - Resistance is information Leading Change Kotter's 8 Steps: 1.

Create Urgency: - Why change is necessary - What's at stake - Compelling case - Emotional and rational - Sense of urgency 2.

Build Guiding Coalition: - Leadership team - Diverse perspectives - Credibility - Commitment - Working together 3.

Form Strategic Vision: - Clear picture of future - How it's better - Inspiring - Memorable - Guides decisions 4.

Enlist Volunteer Army: - Broad engagement - Not just top-down - Ambassadors - Grassroots support

- Critical mass 5.

Enable Action: - Remove barriers - Provide resources - Empower people - Support risk-taking - Make it possible 6.

Generate Short-Term Wins: - Early successes - Visible progress - Celebrate wins - Build momentum - Maintain motivation 7.

Sustain Acceleration: - Don't declare victory too soon - Keep pushing - Build on wins - Continuous improvement - Maintain urgency 8.

Institute Change: - Embed in culture - New norms - Reinforce through systems - Make it stick - Sustain long-term Supporting People Through Change

Communicate: - Constantly - Transparently - Two-way -

Address concerns - Repeat key messages Involve: -
Participation - Input - Co-creation - Ownership

- Reduces resistance Support: - Training - Resources -
Coaching - Patience - Empathy Celebrate: - Wins -
Progress - Effort - Learning - Maintain morale The
Lesson: - Change is psychological - Resistance is normal
- Process can be managed - Communication is key -
Leaders make the difference CHAPTER 8:
DEVELOPING SELF-AWARENESS The Foundation of
Leadership Self-Awareness Is Essential: - Know yourself
- Understand your impact - Recognize patterns -
Foundation of growth - Enables all other skills Without
Self-Awareness: - Blind spots - Unintended consequences
 - Repeated mistakes - Limited growth - Ineffective
leadership The Psychology of Self-Awareness What Is

Self-Awareness?

Internal Self-Awareness: - Understanding yourself - Values, passions, strengths, weaknesses - Impact on others - Reactions and patterns - Continuous self-monitoring External Self-Awareness: - How others see you - Your impact on them - Their perceptions - Feedback - Reputation Both Are Necessary: - Internal without external = blind spots - External without internal = people-pleasing - Integration is ideal - Continuous calibration - Balanced perspective The Johari Window: 1.

Open Area: - Known to self and others - Public self - Shared knowledge - Expand this 2.

Blind Spot: - Unknown to self, known to others - How others see you - Feedback reveals - Reduce this 3.

Hidden Area: - Known to self, unknown to others -
Private self - Selective sharing - Appropriate boundaries

4.

Unknown: - Unknown to self and others

- Unconscious - Discovered through experience - Explore
this Developing Self-Awareness Self-Reflection: -
Regular practice - Journaling - Meditation - Quiet time -
Ask yourself questions Questions: - What am I feeling?

- Why did I react that way?

- What are my patterns?

- What's important to me?

- How did I impact others?

Seek Feedback: - Ask directly - 360-degree assessments - Listen without defensiveness - Thank people - Act on it

How to Ask: - Specific questions - Safe environment - Genuine curiosity - Appreciate honesty - Follow up

Personality Assessments: - MBTI - DiSC - StrengthsFinder - Enneagram - Tools for insight Use Wisely: - Not definitive - Starting point

- Validate with experience - Integrate with other data - Continuous learning Work with Coach: - External perspective - Skilled questioning - Accountability - Support - Accelerates growth Mindfulness Practice: - Present moment awareness - Observe thoughts and feelings - Without judgment - Builds self-awareness - Daily practice The Lesson: - Self-awareness is foundational - Can be developed - Multiple methods -

Continuous practice - Enables growth CHAPTER 9: CREATING HIGH-PERFORMANCE TEAMS The Team Imperative Teams Drive Results: - Complex work requires collaboration - Synergy multiplies impact - Innovation comes from teams - Engagement through belonging - Leaders build teams High-Performance Teams: - Rare - Require intentional building - Psychological factors - Can be created - Transformative impact The Psychology of Teams

What Makes Teams Effective: Google's Project Aristotle: 1.

Psychological Safety: - Most important factor - Can take risks - Speak up - Make mistakes - No fear of embarrassment 2.

Dependability: - Trust each other - Meet commitments -
High quality work - Reliability 3.

Structure and Clarity: - Clear goals - Defined roles -
Understood processes - Expectations clear 4.

Meaning: - Work is personally meaningful - Connects to
values - Sense of purpose - Intrinsic motivation 5.

Impact: - Work matters - Makes a difference - See results
 - Contribution valued Building High-Performance Teams
Create Psychological Safety: - Model vulnerability -
Encourage questions - Welcome mistakes - No blame -
Support risk-taking

Practices: - Admit your mistakes - Ask for help -
Acknowledge uncertainty - Thank people for speaking up
- Frame failures as learning Build Trust: - Competence -

Character - Caring - Consistency - Time Practices: -

Deliver results - Be honest - Show you care - Be reliable

- Invest time Clarify Goals and Roles: - Shared vision -

Clear objectives - Defined responsibilities - Understood

processes - Alignment Practices: - Collaborative

goal-setting - Document roles - Regular check-ins -

Adjust as needed - Maintain clarity Foster Collaboration:

- Shared work - Interdependence - Collective success -

We not I - Team identity Practices:

- Team goals - Collaborative projects - Shared rewards -

Team celebrations - Build identity Develop Team: -

Skills training - Team building - Feedback - Continuous

improvement - Investment Practices: - Regular training -

Team offsites - Retrospectives - Coaching - Growth

mindset Team Dynamics Stages of Team Development:

1.

Forming: - Getting to know each other - Polite - Uncertain - Dependent on leader 2.

Storming: - Conflict emerges - Challenging each other - Frustration - Critical stage 3.

Norming: - Resolving conflicts - Establishing norms - Cohesion building - Cooperation 4.

Performing: - High performance

- Synergy - Autonomous - Results 5.

Adjourning: - Completing work - Disbanding - Reflection - Celebration Leader's Role: - Different at e a c h   s t a g e   -   D i r e c t i v e !' S u p p o r t i v e !' D e Recognize the stage - Adapt approach - Support transition

The Lesson: - Teams are psychological - Can be built intentionally - Psychological safety is key - Process takes time - Worth the investment CHAPTER 10: THE LEADER'S MINDSET The Power of Mindset Mindset Shapes Reality: - Beliefs drive behavior - Behavior creates results - Results reinforce beliefs - Self-fulfilling prophecy - Change mindset, change outcomes Leadership Mindsets: Fixed vs.

Growth: Fixed Mindset: - Abilities are innate - Can't change much - Failure is permanent - Avoid challenges

- Defensive Growth Mindset: - Abilities can be developed - Effort leads to mastery - Failure is feedback - Embrace challenges - Learning orientation Impact on Leadership: - Growth mindset leaders develop people - Fixed mindset leaders judge people - Growth creates learning culture -

Fixed creates fear culture - Mindset is contagious Scarcity vs.

Abundance: Scarcity Mindset: - Not enough to go around - Win-lose - Hoard resources - Competition - Fear-based Abundance Mindset: - Plenty for everyone - Win-win - Share resources - Collaboration - Opportunity-based Impact on Leadership: - Abundance creates generosity - Scarcity creates politics - Abundance builds trust - Scarcity breeds fear - Mindset shapes culture Developing Leadership Mindset Cultivate Growth Mindset: - Embrace challenges - Persist through difficulty

- See effort as path to mastery - Learn from criticism - Find inspiration in others' success Practices: - Reframe failures as learning - Celebrate effort, not just results - Seek challenges - Ask for feedback - Model learning

Adopt Abundance Mindset: - See opportunities - Win-win thinking - Share credit - Collaborate - Give generously Practices: - Practice gratitude - Look for win-win - Share resources - Celebrate others' success - Give without expecting return Develop Resilience: - Optimism - Self-efficacy - Social support - Meaning - Flexibility Practices: - Challenge negative thoughts - Remember past successes - Build relationships - Connect to purpose - Adapt to change Maintain Learning Orientation: - Curiosity - Continuous learning - Experimentation - Reflection

- Humility Practices: - Read daily - Try new things - Reflect regularly - Admit what you don't know - Stay curious The Lesson: - Mindset is powerful - Can be changed - Growth mindset essential - Abundance creates

success - Leaders set the tone HOW TO APPLY THIS

BOOK IN YOUR LIFE The Leadership Development

Plan Phase 1: Self-Awareness (Months 1-3) - Regular

self-reflection - Seek feedback - Personality assessments

- Coaching - Mindfulness practice Phase 2: Core Skills

(Months 4-9) - Emotional intelligence - Decision-making

- Communication - Conflict management - Continuous

practice Phase 3: Team Building (Months 10-12) - Build

trust - Create psychological safety - Develop team -

Foster collaboration - High performance Phase 4:

Organizational Impact (Ongoing) - Lead change - Build

culture

- Develop leaders - Strategic thinking - Legacy Daily

Leadership Practices Morning: - Self-reflection (10 min)

- Review priorities - Set intentions - Prepare for key

interactions - Mindset check Throughout Day: - Present with people - Active listening - Conscious choices - Model desired behavior - Build relationships Evening: - Reflect on day - What went well?

- What could improve?

- What did you learn?

- Plan tomorrow Weekly Leadership Practices Monday: - Team meeting - Set weekly goals - Align priorities - Build connection - Inspire Wednesday: - One-on-ones - Individual support - Feedback - Development - Build trust Friday:

- Review week - Celebrate wins - Learn from challenges

- Plan next week - Reflection Specific Applications

Building Trust: - Be consistent - Follow through - Show

you care - Be vulnerable - Give credit Motivating Team:

- Provide autonomy - Enable mastery - Connect to

purpose - Recognize contribution - Support growth

Managing Conflict: - Address early - Listen to understand

 - Seek win-win - Focus on interests - Build relationships

Leading Change: - Create urgency - Communicate vision

- Involve people - Support transition - Celebrate progress

The Lesson: - Leadership is learnable - Practice is

essential - Psychology provides framework - Continuous

development - Impact multiplies CONCLUSION

"The Psychology of Leadership" reveals that great

leadership isn't about charisma or authority—it's about

understanding human psychology and applying it

skillfully.

Sebastien Page's message: leadership can be learned, and

psychology provides the framework.

Key Takeaways Leadership Is Psychological: - Understanding people is essential - Influence through psychology - Trust through authenticity - Motivation through meaning - Performance through empowerment Core Principles: - Self-awareness is foundation - Emotional intelligence is essential - Trust enables influence - Intrinsic motivation is powerful - Teams are psychological - Mindset shapes reality All Can Be Developed: - Through practice - With intention - Using frameworks - Continuous learning - Lifelong journey The Transformative Power Psychological leadership transforms: - Your effectiveness - Your team's performance - Your organization's culture - Your impact - Your legacy The Journey Ahead Developing leadership is ongoing: - Start with self-awareness - Build core skills -

Apply with teams

- Create organizational impact - Never stop growing The Ripple Effect Your leadership affects: - Your team's success - Your organization's performance - Your community's well-being - Your legacy - The world Final Thoughts Leadership isn't about position or authority.

It's about understanding human psychology and using that understanding to influence, inspire, and enable others to achieve extraordinary results.

The question isn't whether you can lead.

You can.

The question is: will you develop the psychological understanding and skills to lead effectively?

Start today: - Develop self-awareness - Build emotional intelligence - Understand psychology - Practice daily - Lead with purpose Skill by skill, day by day, you'll become a better leader.

Welcome to the psychology of leadership.