



EP. 122 AUTHOR RYAN LEAK

WITH HOST DON YAEGER

(6:20) I was giving up on a _____ that I was not willing to actually try. That is like giving yourself a failing grade on a test you refuse to take.

(12:10) People admire _____ from a distance, but they can't relate to it. Most leaders believe that sharing their failures, shortcomings, and faults will make them less followable, less respected. But I believe the opposite is true. Connection, not perfection, is the goal.

(17:40) *Reflection Question: How failure-friendly is your environment? Think about the last time someone made a team-wide mistake. Then consider, how did you respond to that? Use this reflection to prepare for the next time someone makes a mistake.*

(25:25) You need to ask questions that don't allow people to give _____.

List of questions for you to use this week to start meaningful conversations:

- What was the best part of your week?
- What is the biggest challenge over the last month at your job?
- What scares you about 2023?
- I want to make sure things are in balance in your life, if there is anything I can be doing to lighten your load or help you do more meaningful work, I'd like to know that.



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(26:00) When someone asks you how you are doing you might say _____ so fast, you didn't even think about the actual answer to the question. We are consistently giving a social get out of caring free card. Invest in the people you are leading.

(32:30) What is like to be on the other side of....

Your emails?

Your criticism?

A meeting led by me?

(33:45) _____ on what someone is saying is one of the most honoring ways to validate that they are saying is worth writing down and remembering.

answers: dream, perfection, a one word response, good, taking notes

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