



# JIM HARSHAW JR.

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## *Revealing Failure as the Path to Success*

Success Through Failure Podcast

Action Plan Episode #331

### **The Step-by-Step Method to Create Your Bulletproof Leadership Philosophy**

Leadership is hard. There's pressure. There's responsibility. And you're making decisions often that don't have a clear right answer.

Through my own good and not so good encounters with leaders in my career, I've discovered that there's actually a method to make leadership simpler. By discovering your "Leadership Core Values."

In this episode, we'll talk about the value of having a "Leadership Philosophy" and the step-by-step process to identify your leadership core values. By the end of this episode, you'll have a framework that will make decision-making simpler and reinforce your confidence as a leader.

Not a leader? You need this more than anyone! Don't wait to lead until you're given a title. Lead right NOW from where you're at because people need you, so tune in now.

#### **Top Quotes From This Episode**

*"Leadership is never easy, but you can make it simpler by identifying your leadership core values."*

*"You don't have to wait to lead until you're given a title. You lead right now from where you're at because people need you."*

*"When you have a 'compass,' a framework, it's much easier to make decisions. You're going to be more in alignment with who you are and where you want to go."*

## Show Notes

This episode touches on the following key topics and ideas:

- **Leadership Philosophy (3:54):** An overarching framework based on your beliefs and values that you use to guide your decisions over that which you manage, oversee, or influence.
- **Why you should identify your leadership philosophy (4:41):**
  1. It makes decision-making simpler
  2. You have fewer regrets
  3. You'll have more confidence in your decisions EVEN when you fail
- **How to determine your leadership philosophy and core values (9:20):**
  1. Identify 3 leaders (can be more) you respect
  2. Write/journal about what you respect about them
  3. Identify [value words](#) for each person
  4. Identify 3 leaders (can be more) you DON'T respect
  5. Write/journal about what you DON'T respect about them
  6. Identify value words based on what you DON'T like about each person

(12:34) Then, review your answers. What stands out? What would other people say that I value based on what I wrote?

(13:44) Now, place the value words you've identified in a "bucket" or categories and find a word that represents each bucket.

*excellence, first-class, high-quality, superior* → *Excellence*  
*compassion, respect, love, appreciation* → Caring

(15:07) Ideally, put them into a mnemonic, so it sticks. You can use acronyms or words that start with the same letter as a memory device.

*Care, Equip, Ownership* → CEO

## List of Resources Mentioned in the Episode

Join the 2022 Goal Setting Work Session on Dec. 30, 10 am-12 noon (ET). For more details, visit: [JimHarshawJr.com/2022](http://JimHarshawJr.com/2022). Only 25 slots are available so sign up now!

Check out all the solo episodes: [JimHarshawJr.com/SOLO](http://JimHarshawJr.com/SOLO)

[GrandClassroom.com](http://GrandClassroom.com)

### **Want to talk to a personal performance coach?**

Want to consider executive life coaching? Claim a spot on Jim's calendar for your free one-time clarity call: [JimHarshawJr.com/APPLY](http://JimHarshawJr.com/APPLY)

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### **Other Episodes Referenced**

[#324 Why and How to Create Personal Core Values](#)

[#304 Prepared for Anything: 7 Lessons In Leadership, Teamwork, Communication, and Decision-Making from the Pathfinder Retreat](#)