



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #351

Phil White and Jim Afremow

There are already hundreds of leadership experts (preaching almost the same ideas) out there, but Dr. Jim Afremow and Phil White prove that there's more to learn— and that's exactly what we delve into in this episode!

Dr. Jim Afremow is a sought-after mental skills coach, licensed professional counselor, and author of *"The Champion's Mind."* He was the sports psychologist for Arizona State University for 10 years and also served as the peak performance coordinator for the San Francisco Giants.

Meanwhile, Phil White is an Emmy-nominated writer and co-host of the Basketball Strong Podcast with Tim DiFrancesco and Champion Conversations Podcast with Jim Afremow.

Jim and Phil are the authors of *"The Leader's Mind: How Great Leaders Prepare, Perform, and Prevail."*

If you're looking for a way to become a better leader, Jim and Phil have got you covered.

Listen in as we go inside the minds of the great leaders in history, the questions you should ask yourself to become a great leader, and— once and for all— the answer to the question: are leaders born or made? We'll cover all that and more, so don't miss it!

Top Quotes From This Episode

Jim:

"You don't need a title to be a leader. We are actually leaders in different ways, shapes, and forms."

"It's really important that we focus on seeking progress not perfection. Trying to be perfect just paralyzes us and keeps us stuck."

"No one gets good by holding back."

"Self-reflection is the key to change."

Phil:

"Delegation has to happen a lot of the time, even if there isn't a crisis present, so you can focus on what you're best at."

"Recognize that you have weaknesses and then actively surround yourself with other people whose strengths compliment your weaknesses."

Show Notes

This episode touches on the following key topics and ideas:

- **Why write another leadership book? (3:38):** Jim and Phil on the need to "do a much better job in terms of leadership" and to define what leadership is really all about.
- **"The Leader's Mind":** Learn what it means to be a good leader from:
 - (7:57) Daniel Lubetzky
 - (13:23) Tammy Jo Schultz
- **"Brilliant Basics" (17:53):** Leadership is all about people.
- **Marcomannic Wars (19:14):** The great success through failure story of Marcus Aurelius's leadership.
- **On perfectionism (21:12):** You don't have to lead perfectly in order to make a positive impact.
- **Laird Hamilton (23:17):** Great leaders also have fears.
- **Are leaders born or made? (25:49):** Jim believes there are natural-born leaders, but anyone could learn to lead better.
- **Tactics to be a better leader (27:26):**
 - For Jim, be willing to make mistakes and learn from others.
 - For Phil, seek out opportunities you might not be ready for.
- **Commonalities between great leaders (29:44):** Great leaders remain curious, humble, and hungry to learn; servant leadership.
- **Questions leaders should ask themselves (34:53):**
 - What can you do to reframe a recent setback as a new opportunity?
 - What we can do better?
 - If we do something well, how can we duplicate that and exceed it?
 - What do I want to work for me today?
 - Am I in a good state of mind and mood?

- Am I setting the right tone for people so they could bring out the best in themselves?
- Who in my field is one or two steps ahead of me that can be a mentor to me either formally or informally?

List of Resources Mentioned in the Episode

Jim Afremow and Phil White's book, ["The Leader's Mind: How Great Leaders Prepare, Perform, and Prevail"](#)

Jocko Willink and Leif Babin's ["Extreme Ownership: How U.S. Navy SEALs Lead and Win"](#) (audiobook)

Daniel Lubetzky's book, ["Do the KIND Thing: Think Boundlessly, Work Purposefully, Live Passionately"](#)

David Epstein's ["Range: Why Generalists Triumph in a Specialized World"](#)

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

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