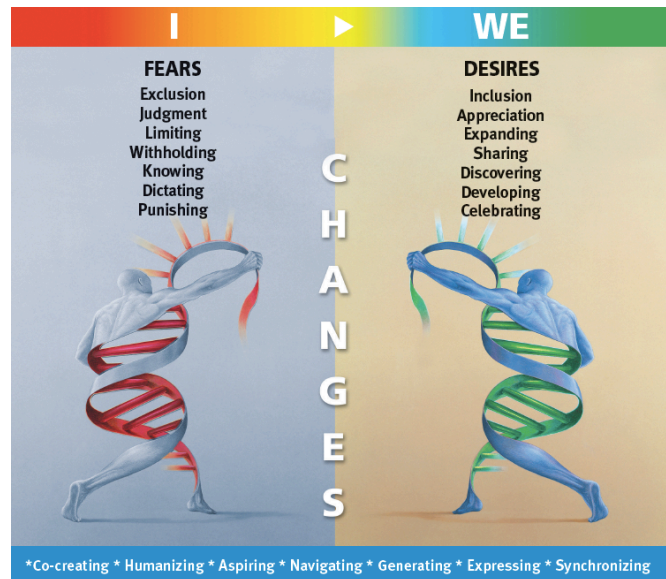


You may be a more **“I-centric”** leader if you . . .

- Believe that to change the organization you must demand that people buy into a new way of working.
- Do not tolerate resistance.
- Use force, power, and a heavy hand to get results, rather than being a source of inspiration.
- Use senior management to create the values, vision, mission, and purpose of the company, and expect everyone else to fall in line.
- Fail to engage employees when your company needs to be reinvented in response to changing times.

You may be a more **“We-centric”** leader if you . . .

- Understand that organizational change starts with a personal decision to change.
- Understand that change cannot be mandated.
- Understand that forced compliance does not inspire passion and spirit.
- Engage others in ongoing dialog.
- Celebrate success.
- Create a powerful, energetic environment where everyone is synchronized around a vision and purpose.
- Use a “we together” approach by providing clarity of direction, by inspiring people to find a place of value and importance and a way to contribute to the larger process.
- Release energy in the organization.
- Set a tone for greatness that transforms people and transforms your business.
- Think “WE” all the time.
- Create organizational spaces where individuals and teams are part of something big, purposeful, meaningful, and wonderful.



SOURCE: Judith E. Glaser and the CreatingWE Institute. © 1986-2016 Benchmark Communications, Inc.; Co-creating Conversations®; The CreatingWE® Institute; Conversational Intelligence® for Coaches