



Are You Driven or Led?

Joe Batten is one of the grand old men of public speaking- a member of the National Speaker's Association Hall of Fame. He wrote the best seller *Tough-minded Leadership*.

A number of years ago, Joe met with a group of 35 CEOs for a daylong seminar on his favorite subject, Leadership. Early in the presentation, he asked them, "How many of you are leaders in your company?" Every person in the room raised his hand.

Joe smiled and said, "I'll ask you the same question *after* I share this true story with you."

In the Middle-East there are two countries, separated only by a border, who have large sheep and mutton industries. The cultures of the two countries are radically different and they are hostile to each other. In fact, they have even fought wars with each other.

In one country, the shepherds walk behind their flocks. In the other country, the shepherds walk in front of their flocks. Now remember, this is a *true story*.

In the country where the shepherds walk behind their flocks, the quality of the mutton and the wool is poor and it is not a profitable industry.

In the country where the shepherds walk in front of their flocks, the quality of the mutton and wool is excellent and the profitability is high.

Why?

In the flocks where the shepherd walks behind and pushes, drives, corrects, and is always in charge, the young sheep grow up afraid to stray from the flock for fear of being rapped up-side

the head by the shepherd's staff or having the dogs sent out to round them up. They have no opportunity to explore for better grass and water, or to play with other young lambs. They simply become obedient, passive and apathetic. By the time they are grown, they have lost all initiative. They are not really healthy.

In the country where the shepherds walk in front of their flocks, the young lambs have plenty of opportunity to stray, play, experiment, and then catch up to the flock. Instead of feeling overly controlled, compressed, repressed, depressed and suppressed, they feel free, empowered, enhanced and stretched. They eat more, sleep better and grow up large and healthy. They are truly led."

When Joe finished his story, assuring the executives once more of its authenticity, he asked again, "How many of you truly lead in your company?"

Not a hand was raised. The reason I told you Joe's story was to make a distinction between being Driven and being Led, and to let you know that that is a fundamental choice you can make. I think it's one you have to make in order to succeed.

I say you are Driven by your fears and you are Led by Your Values and Your Vision.

Leaders lead by virtue of their Vision (and Your Vision is the experience and expression of Your Values). That's what people really follow- Vision. One of your jobs as the leader of a growing organization is to create, communicate and hold a powerful and empowering Vision for yourself and your people.

Your fears show up when motivation is called for, whenever you need to make a move. The thought of not being enough, or not good enough takes over. Fear of failure becomes stronger than the expectation of success. Another way of thinking about this is that there are two sources or bases of your motivation: Fear-based or Love-based. It's a choice you have.

**Your False self is Fear-based.
Your Authentic self is Love-based.**

Once again, it's about what you choose to make important at that moment.

When thoughts of worry or doubt occur in your mind, they drive you to actions that are not in the service of your success- fear-based knee-jerk reactions, angry or frightened responses, even avoiding taking any action at all.

In those moments, you are distracted from your Commitment to Your Success. String enough of those negative sessions together, and the result will be a pattern of avoidance of positive action, which can and does eventually lead to failure.

You can change that by choosing in that instant to be led by Your Values and Your Vision. Simply replace that fearful, doubt-driven False self saying, "No matter what I do, it's never..." with Your Vision, the Vision of Your Authentic self.

Focus on that picture of you in your perfect home, traveling on that great vacation, healthy, vital, alive; an inspiration standing on stage and receiving all the applause and appreciation from your team, living your life as an ongoing, richly rewarding experience and expression of Your Values. Being driven isn't healthy.

Choose instead to be led by Your Vision.