

Earn the respect you deserve

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Have you finally been put in charge but are having a tough time getting the respect from subordinates that you think you deserve? Respect, interestingly, is a deceiving concept. Most people will preach that respect should be automatic until something occurs that reduces or removes it. This is true for the most part but there is another consideration: respect, in most incidences, is something that has to be earned. It's not always a given. It doesn't always automatically happen. You usually have to prove to others you are worthy of their respect. So how do you earn people's respect?

First, my grandpa always told me to treat others with dignity and respect regardless of anything else going on. I took this to mean to be considerate, friendly, caring, reasonable, helpful, and unselfish toward others whether they deserved it or not. So, as I navigated through my early adulthood years, I learned his advice was spot on, and it is spot on today as well. When I treat people with respect, most will return the gesture equally.

Second, especially in the workplace, most people want to be capable of effectively doing their jobs. This requires them to be properly trained and equipped to do so. So, if you have any

authority on the matter, make sure your training and indoctrination programs are top-notch and that available resources and tools are provided to your employees. See, when you take care of your people and set them up to succeed, they will appreciate it and respect you for it in return.

Next, how effective are your personal leadership skills? Were you born with good instincts to lead? Have you been trained, taught or mentored on how to be a good leader? Quite often, poor or ineffective leaders can have untimely struggles with their subordinates, leading to a lack of respect. If this is an issue for you, it can't hurt to have an unbiased assessment or appraisal of your performance as a leader. There are many advisers and consultants available who can diagnose your performance and offer suggestions. Maybe you can find a reliable mentor who can advise you long-term.

If you already know you need you help, then maybe a class or seminar is your next logical step. For a good seminar, check out www.SkillPath.com. They offer seminars, webinars, on-site training, and on-line training in leadership and communication skills, among other topics for an affordable rate.

Lastly, you can always get great

advice from books written by experts on the matter. Leadership books by John Maxwell or management books by Peter Drucker are great sources from which to learn.

When it comes right down to it, people prefer to work for leaders who are competent, care about them, respect them, inspire them, value them, and can accommodate them. People respect leaders who invest time getting to know them. They are properly motivated by a supervisor or boss who knows what they like, dislike, want and need. Almost everyone enjoys good bonds with their leaders who can talk to them about things other than work, especially when it's about family, friends, or recreational activities. And most people will be quick to share their goals, dreams, and nightmares with a leader who shows interest in them.

It's natural for people to want to be successful and achieve great things. As a leader, be the catalyst they need for the realization of this aspiration. Be the leader they can count on to guide them during the good times and the bad. Be the leader who gives them confidence and alleviates their fears. Most of all, be the leader who leads and you'll get the respect you deserve!

~ The End ~