

## Leading People Different Than You

*Adapting your approach without lowering expectations.*

### Why This Matters

Most leadership frustration isn't about effort or attitude—it's about mismatch.

Leaders naturally coach people the way *they* would want to be coached. When that approach doesn't land, it's easy to assume the employee isn't motivated, capable, or committed. Most of the time, that's not the case.

Different people process feedback, pressure, and responsibility differently. When leaders miss that, they over-coach some people, under-support others, and unintentionally create resistance.

Leading people different than you isn't about lowering standards. It's about removing friction so people can actually meet them.

### The Core Shift

Don't lead people the way *you* prefer to be led. Lead people the way *they* need to be led—**without changing the expectation.**

Adapt the approach. Protect the standard.

### Common Differences You'll See (With Real Impact)

#### Communication

Some people think out loud. Others need time to process.

*If you only reward the loudest voice, you miss insight—and disengage quieter contributors.*

#### Confidence

Some employees step forward easily. Others hesitate. Why? They don't want to be wrong.

*One needs challenge. The other needs clarity. Both need accountability.*

#### Pace

Some move fast and adjust later. Others slow down to avoid mistakes.

*When leaders only value speed, quality suffers. When they only value caution, momentum stalls. Learn to appreciate and truly value both approaches, assigning the right tasks to the right people whenever possible.*

## **Independence**

Some want autonomy quickly. Others want reassurance first.

*Treating these types of people the same doesn't build confidence—it creates frustration.*

## **What Should Change—and What Shouldn't**

### **What You Adapt**

- How expectations are explained
- How much structure or autonomy you provide
- How feedback is delivered
- How often you check in

### **What Never Changes**

- Standards
- Accountability
- Respect
- Ownership

*Adjusting your style is not lowering the bar.*

## **Leadership Reality Check**

- Coaching everyone the same is easy—but ineffective.
- Adapting your approach takes awareness and confidence.
- Standards don't create consistency—leaders do.

When people feel understood *and* challenged, they stop guessing and start owning their work. That's when performance becomes reliable, not situational.

## **Bottom Line**

Leadership isn't about being relatable—it's about being effective.

When you adjust how you lead without compromising what you expect, teams grow stronger, more confident, and more consistent.