

SAYING
NO

IS BETTER THAN

SAYING
YES

sometimes

SAYING NO

IS BETTER BECAUSE...

- IT KEEPS THE PRESSURE OFF
- IT BUILDS RESILIENCE IN OTHERS
- IT BUILDS CAPABILITY IN OTHERS
- IT ENABLES THE LEADER TO DO THEIR JOB

SAYING YES

IS WORSE BECAUSE...

- IT IS OVERWHELMING
- IT SOFTENS OTHERS
- IT DEVELOPS DEPENDENCIES
- IT MISALIGNS RESPONSIBILITIES

SO - TO BE A
KIND LEADER
REMEMBER

SAYING
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FOR MORE

INCLUDING
WORKSHEET

LINK IN COMMENTS

[THEKINDLEADER.NET/LW SN](https://www.thekindleader.net/lw_sn)

[THEKINDLEADER.NET](https://www.thekindleader.net)

Saying No is Better than Saying Yes – from [The Kind Leader](#)

There are many opportunities for a leader to **Say 'Yes'**. And there are also circumstances where it is important to **Say 'No'** as well. Or their ability to do their real – leadership - job can be affected. They can become bogged down by work they should not be doing.

To be a Kind Leader they must focus on the particular activities only they can do. Generally aimed at being the best they can to develop and utilise their people, there can easily be calls on their position to get involved in things they have no need to. The discipline is when to reject these calls.

It is an easy trap to fall into. When asked for help, and sometimes playing their expertise, the halo of the ego can easily get in the way of the focus they need. So, there is a skill in getting over to people who play on a leader's goodwill for their own interests, that they need to become more able themselves too.

Saying 'No' to people can take a bit for them to get used to, and in the first instance, declining support that takes their eye off the ball can make for an awkward conversation. Yet the best leaders learn how to set effective boundaries by saying 'No' often enough to enable them to do their own job well. They are being kinder to themselves as well as developing others.

This challenge is with team members, colleagues, and even external relationships. Pushing back to get team members to stretch and challenge themselves, rather than run to their leader to fix things for them is a valuable opportunity.

Both for the leader and also for the development of those people in their teams who would most benefit from it too.

5 Steps to Saying No

1. Notice your tendencies to say 'Yes'.
2. Consider whether this enhances your role and ability to do your own job well.
3. Begin to reject the selfish advances of those who are using you more than is reasonable.
4. Start to say 'No' more often, (especially if the demand comes from above) by asking what you should drop to allow a new activity to be taken on.
5. Allocate specific chunks of newly freed time to activities that better align with your role.

How will you say No more?



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mini-course plus workbook

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