MASTERFUL LIFE Rel

INSPIRED LIVING ~ PURPOSEFUL WORK ~ CONFIDENT LEADERSHIP ~ MEANINGFUL LEGACY

## THE VALUE OF FEMININE LEADERSHIP QUALITIES

### Intention

This is an excerpt from Module 1 of the Masterful Life Redesign program – designed to help you create a whole life design that incorporates the preferred elements of YOUR unique brilliance so you can engage in meaningful work you love and a personal life you feel great about! This activity is to emphasize your leadership capacity. The focus on feminine leadership is to: (1) demonstrate their benefit and value, and further empower women leaders, and (2) encourage both genders to broaden their leadership range and capacity.



#### **The Masculine – Feminine Continuum**

The professional and executive workplace, and leadership world, are – historically speaking – a relatively new environment for women. Today, it's quite clear that all those roles can be fulfilled by either gender, even though the approach to those roles and the work involved may be different. We now better recognize, accept, and even embrace both masculine and feminine approaches in most settings. *They are not gender based terms*. Both women and men are capable of utilizing both feminine and masculine approaches, which exist on a continuum that looks something like this:

Masculine Qualities	<b>←</b> →	Feminine Qualities
Analytical		Intuitive
Competitive		Collaborative
Singular		Multi-tasking
Rational		Emotional
Determined		Passionate
Linear & logical		Creative
Objective		Empathetic
Assertive		Receptive
Goal-directed		Fluid / Flow-Directed

Following is an activity to assess your own experience.



#### **Practice Prompt**

What follows is a list of feminine leadership characteristics. Review them and check off the traits you feel are natural to you, or that you would enjoy nurturing, developing, and contributing.

□ An ability to see beyond problems;

- Read situations more accurately and intuitively;
- Showing a genuine interest in people;
- Asking questions and then really listening to answers;
- Seeking information from all sides and consider them before making decisions;
- Being more empathetic and flexible, and stronger in interpersonal relationships;
- □ Helping people to feel more understood, supported and recognized;
- Taking the time to really know people and look for the best in them;
- Keeping "hope alive" during difficult times;
- Being willing to ignore or 're-invent' rules and take more risks;
- Being more assertive and persuasive, and bringing others around to their perspective;
- Creating a sense of community to better meet goals;
- Bringing a stronger need to get things completed and working systematically to do so;
- Rewarding accomplishments;
- □ Making people feel valued by appreciating every contribution and contributor;
- Believing people want to be great;
- Seeing strength in differences and soliciting other points of view;
- Providing a less-hierarchical work environment;
- Learning from adversity and being determined to move forward;
- Working to develop talent and creating a place for people to grow;
- Using team-building for problem-solving and decision-making;
- Being principled about what matters; and
- Desiring to make a difference in the world and seeing money as a means to that end.

# Recognizing the Power of the Feminine Approach

In a global survey conducted by John Gerzema and Michael D'Antonio, 64,000 people of both genders in 13 countries, were asked about the leadership qualities needed to solve the most urgent problems in areas such as business, education and government. Called the Athena Doctrine, *a full 2/3 of respondents ranked feminine leadership traits as essential to address those problems*. (That is particularly significant in the developing world where women are more likely to reinvest their earnings into both their families and in ways that benefit their local communities. They help raise the prosperity level for others.)

Both men and women can utilize these feminine traits to lead. Drop gender identification, and they are simply "good and effective" traits like empathy, vulnerability, humility, inclusiveness, generosity, balance, and patience.

> Leigh Buchanan, editor-at-large for Inc. magazine and former editor at Harvard Business Review, writing in her "Human Chess" blog.

For Your Idea Journal

Write in your Idea Journal about how and where you can use more of your feminine leadership skills now – or where else you might enjoy doing that.