



Episode 97: What to Do When Your Strengths Have Side Effects

with Dr Joanna Bircher

Being a leader isn't easy. Even for people who were born leaders and always sought out leadership roles from a young age, there's still a lot of pressure to be a good leader. And even when you're a good leader, there can be side effects to your strengths and personality that could affect the people around you.

In this episode, Dr Joanna Bircher encourages us to explore our strengths and their side effects on our teams. Learn about Joanna's tips and strategies to up your leadership game and make the most out of your team's abilities.

Podcast links

Check out our [Permission to Thrive CPD membership](#) for doctors

Find out more about the [Shapes Toolkit](#) training, talks and workshops

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Join the [Shapes Collective FB group](#).

[Email Rachel](#) or reach her on [LinkedIn](#) or [Twitter](#).

Become a member of the [Resilience Team Academy](#). Sign-ups are open until the third of November – deadline extended for PCNs and other orgs.

Are you interested in joining our You Are Not A Frog retreat? Or perhaps you have some questions about failure. Drop us an email at hello@youarenotafrog.com



Guest links

[CliftonStrengths Assessment](#)

[VIA Character Strengths Survey & Character Report](#)

Register and book a coaching session with the NHS [#LookingAfterYouToo](#).

Connect with Joanna: [Email](#) | [Twitter](#)

[The Leadership Hike](#) by Amar Rughani and Joanna Bircher

Quote to remember:

'I think another way of thinking about the side effect is that sometimes the brighter people shine, the more shadow they can cast.'

What You Will Learn

Leadership skills are not something you can learn in a single day. They require active listening and self-awareness, both of which you must practice and polish every day.

People have different definitions of being a leader. Knowing yours will help you become the leader you want to be. It will also help you feel less pressured about improving upon your weaknesses and instead give you the space to further hone your strengths.

While self-awareness is important, considering the thoughts and perceptions of the people around you is needed too. One cannot improve alone; rather, taking your effect on others into account and being open to suggestions from them is part of your growth.



Activity: Self-Aware Leadership

Some people are just born to be leaders, while others don't enjoy being a leader as much. **Do you like being a leader? Why or why not?**

For you, what are the qualities and skills that a leader must have?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

As a leader, knowing your strengths and their side effects is essential. It allows you not only to grow your strengths, but deal with the side effects that come with them. Being open to other people's experiences of you will also help you to address points for improvement.



What do you think are your strengths, and what are their side effects?

My Strengths	Their Side Effects

How can you address these side effects?

If you don't know what the side effects of your strengths are, how could you find out?



As a leader, you must be able to find a way for your team to express their ideas and build trust with each other.

What is your leadership style or technique? How do you interact with others and bring their ideas out?

Charisma is a good quality for a leader. But sometimes, this can be intimidating to others. If you're a charismatic leader, then some might be afraid of voicing their thoughts around you.

In the first column, write how you think your personality, attitude, and behaviour as a leader affects the people around you. Then after consulting with trusted people in your life, write down the actual effects in the next column.

How I Think My Leadership Affects People	How My Leadership Actually Affects People
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Active listening and being genuinely curious are key skills of a leader. Write down at least six concrete ways you can practise this in the workplace.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

CPD time claimed:

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