

The Leadership Principle of

UNDERSTANDING PEOPLE



We who are strong must step in and help those who are weak, not pleasing ourselves only.

PRINCIPLE OF THE WEEK

Why should we want to understand people? For starters it will save us from a lot of conflict! It will also enable us to lead and motivate others more effectively, and it will give us a forgiving heart. When we understand someone, we don't judge them and it is easier to forgive them. We may have felt the same way ourselves which helps us identify with them and in turn help them cope with their situation. We are more tolerant when we understand the underlying causes of the behavior. This is important for business, family and all other relationships.

Our basic needs are to be loved and appreciated, to feel secure, have a sense of belonging, and to experience a sense of achievement and self-worth. Keep these in mind whenever you deal with people, regardless of the situation.

If we have a business, understanding our employees will help us motivate them and increase productivity. Often it is simply a need to be appreciated and acknowledged. We also need to understand the customers, what they want and why they want it. Business management consists of motivating people to serve others. It is hard to manage and motivate people if we don't understand their basic needs. Understanding their strengths and weaknesses will also enable us to place them accordingly. A good team is made of a variety of people with a variety of gifts. The weakness in one should be covered by the strength of another. When we understand why people do what they do and why they are how they are, we will know better how to address them to get the proper response.

A good understanding will also give us a forgiving attitude. When we understand others and their situation, forgiving is easier. Generally, people want to be nice and good, but situations and pressures of life push them far from their intentions. Many times they feel bad immediately after they have reacted. This gives us an opportunity to speak a word of wisdom to them. The time to build people up is when they are down; they usually are more receptive and listen better as well.

Benefits

1. Life will be more peaceful because understanding the people in our lives will eliminate many conflicts and stresses.
2. We will be able to motivate and lead people to serve others.
3. Knowing the strengths and weaknesses of people allows us to team them up effectively.
4. We will be able to place people according to their abilities. There can be disastrous consequences if we try to put people in a mold that doesn't fit them.

Steps to Follow

1. Value people.
2. Listen to avoid misunderstandings.
3. Understand where people are at and what has happened to them.

Action Plan for

UNDERSTANDING PEOPLE



4. Know and understand people's temperaments.
5. Discover and appreciate the gifts of each person. If you lead them according to their gifts you will obtain better results.
6. Lift people up when they're down. This is the time they are open and you can help them the most.

When we understand people, life becomes easier and more rewarding, our world widens. When we don't make the effort to understand people we generate many unnecessary conflicts and develop a condemning attitude. Remember in the long run you can be hurt the most. Many conflicts originate because we don't understand each other. Commit to the task of understanding people. It will give peace and happiness in a world that is full of frustration and conflict. If we use the four basic needs people have as a guide, we will become good leaders.

People have diverse abilities and temperaments; this is what makes us all different. Each has a place in life and we should try to find that place. One mold does not fit all. Being in the wrong place can destroy a person, being in the right place makes life meaningful.

Remember... Thoughts become actions. Actions become habits. Habits become our destiny.

Reflect and respond

How have you been affected by someone who takes the time to understand you?

What do you think motivates people?

How well do you understand the people that are in your life?

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| Evaluate yourself from 1 to 10 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Why did you give yourself this rating | | | | | | | | | | |
| What benefits will you obtain by raising your rating? | | | | | | | | | | |
| What specific action can you put into practice to test the benefits of this principle? | | | | | | | | | | |
| Check list for the daily reading of this principle | M | T | W | T | F | S | S | | | |

Completed

Not completed