



There are two ways to lead.

You can lead by *telling* people what they should do.



Or...you can lead people by *asking* questions.



When you let go of needing to be in control, everything will change.

The difference between lobsters' claws provides a metaphor for two approaches to leading. Lobsters have a big claw for *getting it done*. It's the crusher claw. It fights. It defends. It controls outcomes.

Yet we are living in a time of complexity. There might not be a "right answer". Quite often we see leaders using the big claw, when actually, it's the little claw that frees people into their own power. This is the cutter claw. In leadership, it's about cutting ties with the need to control and have all the answers.

Little-claw leadership asks questions. It means you're less concerned about needing to be right, or giving advice. Instead, you situate ownership where it belongs: in the hands of those who are grappling with challenges. It boosts morale and engagement. And it often results in innovative ideas.

Try these four tips for shifting your leadership to be more non-directive:

Talk less at your meetings. Ask good questions.
Listen deeply.

When you want to tell...practice asking. Start
collecting good coaching questions.

Invite people to share what's challenging for
them. Have them put it out there for the team.

Share with your team three things you
know...and three things you don't know.

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