



CIRCLE

OF

SECURITY

PRACTICAL WAYS TO
OVERCOME INSECURITY

GADBERRY LEADERSHIP COACHING

WELCOME TO THE CIRCLE OF SECURITY

I am so glad that you have chosen to invest in yourself and grow as a leader. Insecurity is a killer. It will rob you of your potential and steal your joy. Insecurity is really nothing more or less than fear. It is simply the lack of feeling secure. All of us in one way or another struggle with insecurity in different areas of our life. The Circle of Security will help you identify and understand insecurity, and how the downward spiral of fear can effect the people around you and the success God has designed for your future. There is a solution. The Circle of Security will help you find a way to create security and replace insecurity. This is a great resource to help you combat fear, build your confidence, and release the God given potential in your life. I believe this will change your life and develop you into a better leader!

*Sincerely,
David Gadberry*



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PRACTICAL WAYS TO
OVERCOME INSECURITY

PART ONE: AN INTERESTING THOUGHT

CIRCLE OF SECURITY SERIES: PART ONE

AN INTERESTING THOUGHT

I've been reflecting on the idea of leaders who are easy to follow and leaders who are hard to follow, and I've come upon some interesting thoughts.

***The mark of a good leader is loyal followers;
leadership is nothing without a following.***

- Proverbs 14:28 MSG -

To lead means absolutely nothing if no one is following. As a matter of fact you can call yourself whatever you want but if people are not committed to and moved by your leadership, you are not a leader or at least you are not leading. I know leaders who are surrounded by built-in followers, but are merely holding a position to which the followers are bound to follow because of a paycheck. What is necessary to really move things forward is true leadership.

We all experience times where we weren't really leading. We held the position and we did the job, but did we really influence the people with whom we worked? Sadly, a lot of times, we would have to answer this question with a big "No". It's imperative that we are GOOD leaders not just

leaders. Proverbs tells us the mark that identifies a good leader is loyal followers.

Serving is not the stepping stone to leadership, it is leadership.

A GOOD LEADER

Jesus teaches us that good leadership is reflected in our ability to serve. As a leader, we should never quit serving those we lead. Serving is not the stepping stone to leadership, it is leadership.

I've noticed good, serving leaders, are secure leaders. Leaders who tend to be positional and hard to follow are insecure leaders. Each part of the Circle of Security will attempt to identify the characteristics of both secure and insecure leaders. We will also address ways we can overcome insecurity to improve our leadership and influence others to accomplish the vision that pushes us forward.

Here are some interesting thoughts that can be found in the Circle of Security series:

Secure leaders are not afraid to hear or implement good ideas from their team. Creativity and planning don't have to come from them, to be used by them.

Secure leaders are confident but not arrogant. They are authentic but not pretentious. There is no need to pretend when you know who you are.

Secure leaders lift their followers. They don't leverage their followers. They will motivate their followers not manipulate their followers.

Secure leaders are refreshing to those who follow them and their security and confidence makes their followers feel secure in submitting to their leadership.

Secure leaders enjoy affirmation, but don't have to have it. They get their fulfillment in their purpose, not from popular opinion.

Secure leaders are not afraid for team members to be better than they are. In their mind, team equates to overall success not personal competition.



THINK IT OVER:

TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. The mark of good leaders are loyal followers. Are those following you loyal or obligated? Why?

2. What can you do today, this week, and in the weeks & months to come to gain loyalty with those you lead? How will you implement these things?

3. If serving is leadership, identify the ways you are serving your team and organization, and in what ways can you improve?

4. Using the Secure Leader statements, identify the areas, situations, and circumstances that you feel you are leading from a place of insecurity.



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PART TWO: OPEN TO IDEAS

CIRCLE OF SECURITY SERIES: PART TWO

OPEN TO IDEAS

Secure leaders are not afraid to hear or implement good ideas from their team. All ideas don't have to come from them, to be used by them.

***Give yourselves to disciplined instruction;
open your ears to tested knowledge.***

Proverbs 23:12 MSG

If we're not careful as leaders, we begin to see ourselves as the source for our organization and everyone in it. We can become threatened by those around us who have good ideas and skills. It's the insecure leader that is threatened by the input of others. If we're honest we can all say, at times, we've struggled being threatened by talented people around us.

The secure leader is a wise leader because they don't see using the ideas of others as a personal loss to themselves, but an incredible gain to the whole organization. When we are threatened by those working around us or under us, we create an unhealthy competition as opposed to a healthy cooperation.

Being secure and empowering in your leadership, creates an environment for freedom, growth, high morale, and positive progress.

Being insecure and controlling in your leadership, creates an environment that stifles creativity, innovation, and ingenuity.

LISTEN & USE IDEAS

Be a secure leader listening to and using the ideas of others on your team and don't worry about who gets the credit. Remember being secure broadens your horizons and throws open the door of opportunity to you. While insecurity continually shrinks your world and minimizes your potential and the potential of those around you.

5 WAYS TO LISTEN AND USE THE IDEAS OF OTHERS:

1. Listen –

If you're the only one talking, growth is not happening.

2. Be Open –

Listen for those ideas that you haven't thought of and don't prejudge the ideas that didn't come from you.

3. No Defensiveness –

Don't be defensive about your own ideas. Defending your ideas gives them no chance to be modified for the better.

4. *Have a Team Flow* –

Allow your team the freedom to speak by using their ideas. If their input is never acknowledged, they will stop giving it or go somewhere else and give it.

5. *Remember Why They are There.* –

Your team isn't there only to carry out tasks you give them. They are there to think and implement great ideas that will help accomplish the purpose of your organization.



THINK IT OVER:

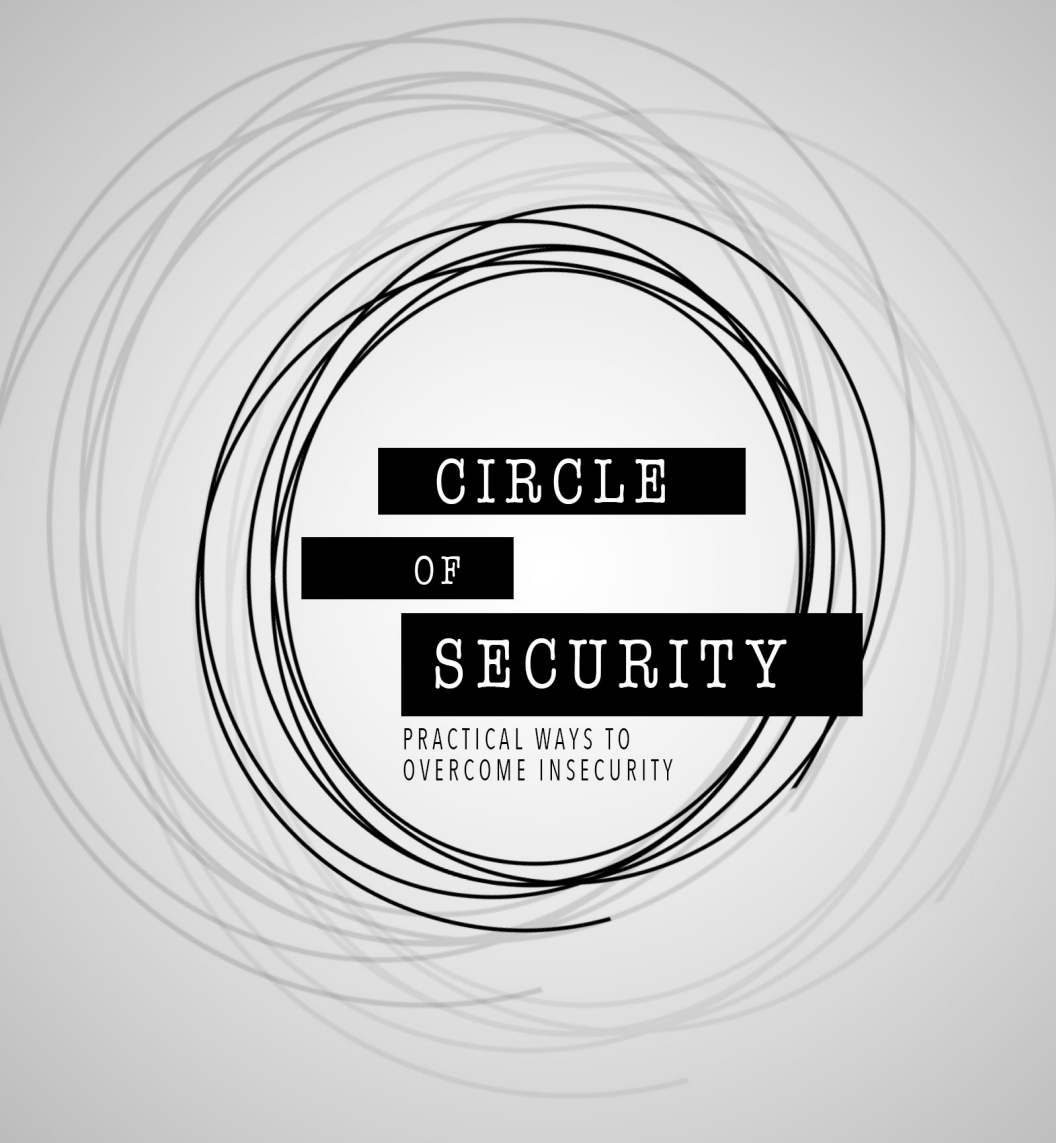
TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. How do you treat the ideas of others? Are you a leader that is always open to hear and use the creativity and ingenuity of your team?

2. What were the last few situations and circumstances where you were threatened by the ideas of others? How did that effect your leadership and the success of your team?

3. Have you ever implemented an idea that wasn't your own? If so, how did it work? Was it successful or did it fail? What could you do to implement more ideas from others and make them successful?

4. Using the two key statements describing the effects of secure and insecure leaders, identify the areas where you see secure leadership and insecure leadership in your own ability?



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PART THREE: NO NEED TO PRETEND

CIRCLE OF SECURITY SERIES: PART THREE

NO NEED TO PRETEND

The Secure Leader is confident, not arrogant, authentic, not pretentious. There is no need to pretend when you know who you are. It's a huge mistake when, we as leaders, get confused about these terms. The problem with many leaders today is, we think confidence & arrogance are synonyms. I think it's good to look at the actual definition of a word to draw a contrast and clarify.

Confidence – belief in ones self and abilities.

Arrogance – offensive display of superiority, or self importance; overbearing pride.

***Pride lands you flat on your face;
humility prepares you for honors.***

Proverbs 29:23 MSG

The Secure Leader is confident. It's easy to follow some one who is confident. A person who believes in their vision and in their ability to achieve it. You have to have confidence to instill trust and inspire people to follow you to complete your vision and accomplish the goal.

*Arrogance is counterfeit
confidence*

CONFIDENT OR ARROGANT?

Many leaders have allowed their confidence to morph into an ugly arrogance. An attitude that says I'm better than you and you should feel lucky you get to be on my team. Arrogance is counterfeit confidence. It is drummed up pride to give the insecure leader the feeling that they are confident, and all the while they have very little confidence and are afraid; so they make a big show of how "powerful" they are.

The problem with this is, no one wants to work with them, and the right set of circumstances will rip off the veil and expose the truth to everyone. Secure Leaders are authentic people who know who they are. They're confident because they know their own strengths and weaknesses, and can acknowledge them without fear.

Insecure Leaders pretend to be so strong and perfect. They end up crashing and burning because they send the message "I don't need you." They end up alone and embarrassed because they spent all that time pretending they were something they weren't and end up proving they were in over their head to begin with.

5 WAYS YOU CAN BE YOURSELF AND BE CONFIDENT

As you can see, the best way to lead is from a place of security and confidence. Just be yourself and believe that you can do it. When you know who you are there is no reason to pretend.

1. Remember no one succeeds alone –

No one, no matter how individual their success seems, succeeds on their own.

2. Get in touch with yourself –

Don't allow yourself to have a fantasy version of you. Be real! If you want to know who you really are, ask your family and those who are close enough to you to tell you the truth. They will be sure to give you some perspective.

3. Be comfortable in your own skin –

It's ok to emulate; it is not ok to duplicate. You may find yourself seeing others do things and using them, but remember God made you unique on purpose so don't become them. Learn what makes you, you!

4. Don't believe your own press, positive or negative –

Keep your eyes on the goal and off of yourself. Don't allow the talk of others to effect your confidence or your progress.

5. Keep a servant perspective –

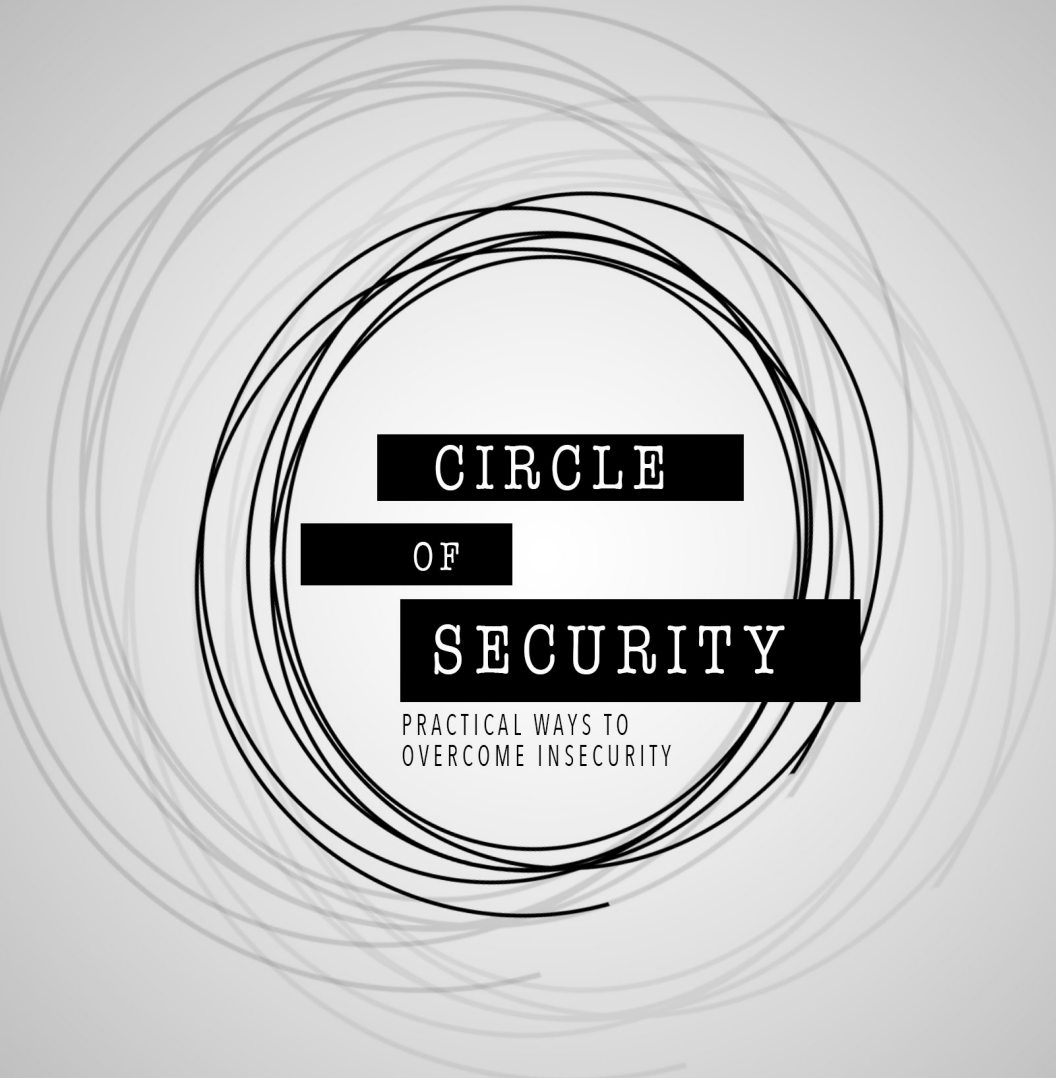
When you're there to serve, you don't feel the pressure to put on a show for anyone. Serving your team gives them confidence to succeed and that confidence will spill back into you because your teams will trust you and will succeed under your leadership.



THINK IT OVER:

TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. Do you find yourself hiding behind arrogant and pretentious characteristics when you are leading others? Identify when these characteristics manifest. Is it when you are under pressure and stress to get a job done or after a major win for your team? How can you be more confident and authentic?
2. Secure Leaders are confident because they believe in their vision and their ability to achieve it. Do you believe in your vision and ability? Does it inspire others to join you and help you achieve it?
3. Dig deeper into the idea that leaders allow their confidence to morph into arrogance and why. How is arrogance a counterfeit confidence?
4. Authentic people know their own strengths & their own weaknesses, and they acknowledge them without fear. Do you know this about yourself? Write out your strengths & weaknesses.



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PART FOUR: LIFT DON'T LEVERAGE

CIRCLE OF SECURITY SERIES: PART FOUR

LIFT DON'T LEVERAGE

A Secure Leader lifts their followers, they don't leverage them. They motivate their followers, they don't manipulate them. When we're leading people, we have to remember we're leading to a greater cause not to our own personal success. Whether we "succeed" or not, is beside the point. The point to leadership is to influence people to move from where they are to accomplishing the goal of the greater cause.

Here's my concern: that you care for God's flock with all the diligence of a shepherd. Not because you have to, but because you want to please God. Not calculating what you can get out of it, but acting spontaneously. Not bossily telling others what to do, but tenderly showing them the way.

1 Peter 5:2, 3 MSG

When you use people for your personal gain you will always end up manipulating them. Using people is not the goal. Teaching, training, and developing them is the goal. If you accomplish greatness in your organization, but haven't benefited your people in the process, you have missed the point. The journey is far more important than the destination.

*The goal is to teach, train,
and develop the people you are leading.*

LEAD THE SHEEP

Our job as leaders is to motivate and lift those who follow us. Lifting and motivating them in the direction of the organization's cause and vision. Not to push, pull, and point, but to lead, guide and direct. A good rule of thumb, when we are leading, is to think like a shepherd and how he relates to his sheep. He legitimately loves and cares for them and leads them to the best place for them. This doesn't mean we have to be less aggressive or passive, it means our motives must benefit others and move us toward a greater purpose. Try it I think it will work out well for you.

Insecure Leaders pretend to be so strong and perfect. They end up crashing and burning because they send the message "I don't need you."

4 WAYS TO LIFT AND MOTIVATE YOUR TEAM

1. Discover what your real purpose is –

Why do you do what you do? If it is for your own personal success, then change your purpose so that your organization will win, your team will win, and you will win with them.

2. Treat your team like you want to be treated -

This is the golden rule. As a leader, you exist to develop them and lift their lids in life. Give them the opportunity to better themselves, just as you want the opportunity to get better yourself.

3. *Take responsibility for the culture and attitude of your organization –*

Don't allow a "dog eat dog" mentality. No wolves allowed in this flock.

4. *Lead, lead, lead –*

Lead people and manage resources. People are not things. Don't micro-manage them and don't control them. Lead them in the direction they should go as a shepherd leads his sheep.



THINK IT OVER:

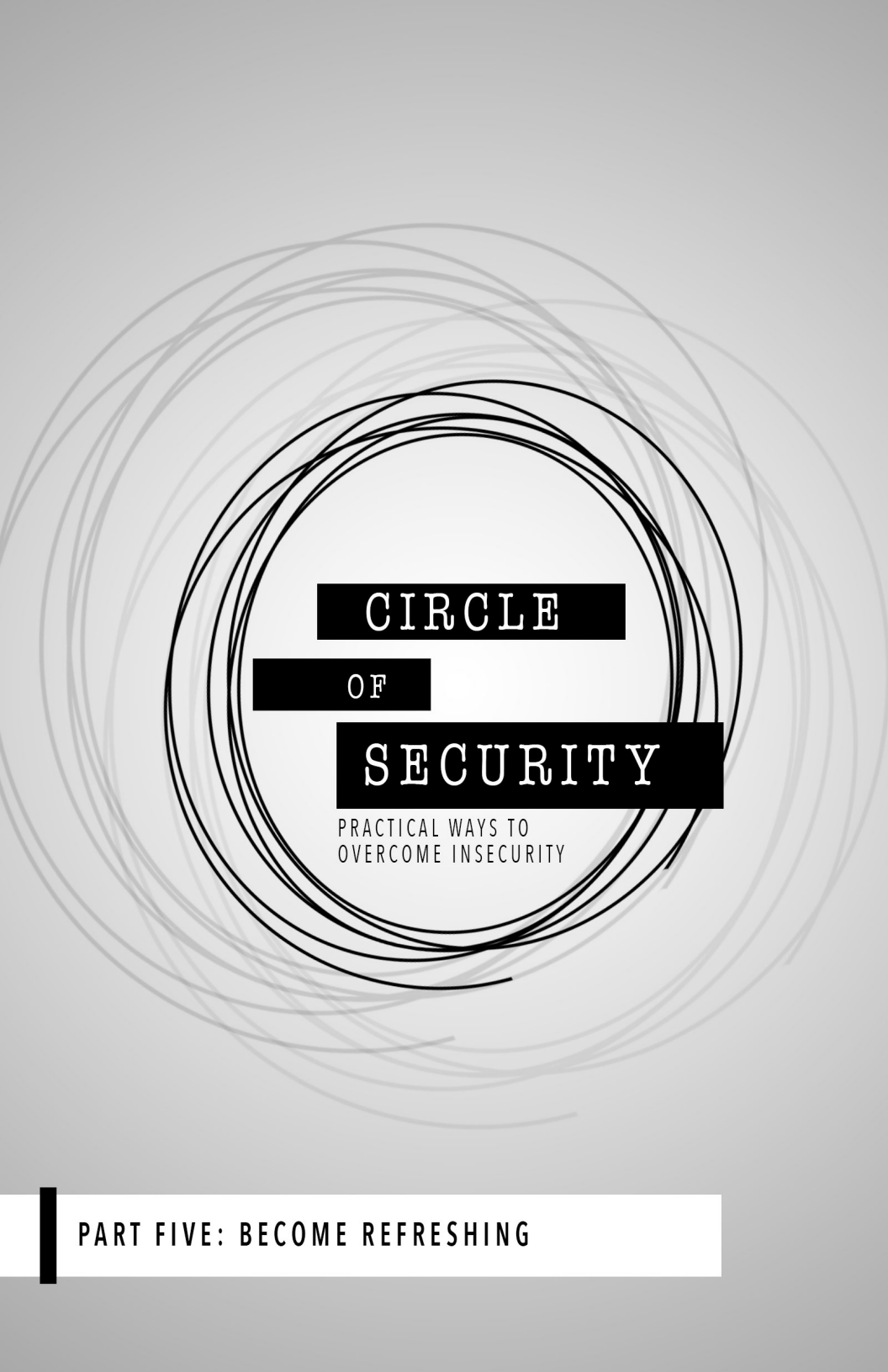
TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. Have you been guilty of motivating the people you are leading for your own personal gain? Do you find it easy to motivate yourself to lead others if it results in your own success? How can you change the way you motivate others?

2. In what ways are you teaching, training, and developing those on your team? List them out.

3. Write out the most important characteristics you want in your leader and then evaluate the way you lead. Do you find that you lead the way you would want to be led? (The Golden Rule)

4. Do you take responsibility for the culture and attitude of your organization? Do you shepherd your team to lead them and protect them from the “wolves”? In what ways and areas can you improve on lifting your team?



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PART FIVE: BECOME REFRESHING

CIRCLE OF SECURITY SERIES: PART FIVE

BECOME REFRESHING

Secure leaders are refreshing to those following, and their confidence makes people feel secure in submitting to their leadership.

***Good-tempered leaders invigorate lives;
they're like spring rain and sunshine.***

Proverbs 16:15 MSG

We've all met those leaders who bring complication, difficulty, and demand to the table. Many of us, at times, have been that leader. The type of leader that is ill tempered, always irritable, hard to get along with, hard to please, and never satisfied. This type of leader is not refreshing. They are like the hot sun. Not the, "it's a great day to get a tan sun," but the "it's hot, I'm parched, where is the air conditioner sun."

Refreshing Leaders lead by using vision, encouragement, coaching, and positive confrontation

THE REFRESHING TYPE

The Secure Leader is confident. They don't need coercion to lead because they use vision, encouragement, coaching, and positive confrontation. This type of leader is refreshing. They are like the fresh cool rain that relieves us from the sweltering heat of organizational pressures and stresses from the challenges we face each day. The Secure Leader gives confidence to followers because the more refreshing you are the more people want to follow you. If you bring answers and positive attitudes to the situation, it makes it better. If you bring fear, threats, and blame to the situation, no one wants to follow you anywhere.

5 WAYS TO BECOME A REFRESHING LEADER:

1. Bring solutions –

John Maxwell talks about bringing water to the fire and not gasoline. Adding to the problem is not refreshing and doesn't solve anything. Secure Leaders turn the mountain into a mole hill.

2. Don't jump to conclusions –

Always assume the best first. There could be a real good reason for the thing you are frustrated about. Get the whole picture before you make any judgements.

3. *Be a thermostat, not a thermometer* –

Anyone can tell the temperature but a good leader regulates it. Create your own atmosphere. When you come in the room it should change for the better. People should be moved by you.

4. *Love what you do and love the people you do it with* –

Enjoy your work. No complaining or carrying around frustration. Be happy and hopeful.

5. *When you have to press, make it fun & full of meaning* –

Explain why you're pressing and why it's important and then find creative ways to make it fun.



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PART SIX: AFFIRMATION & POPULAR OPINION

CIRCLE OF SECURITY SERIES: PART SIX

AFFIRMATION & POPULAR OPINION

Secure Leaders enjoy affirmation but don't have to have it. They get their fulfillment in their purpose not from popular opinion.

“Before I shaped you in the womb, I knew all about you. Before you saw the light of day, I had holy plans for you: A prophet to the nations—that’s what I had in mind for you.” But I said, “Hold it, Master God! Look at me. I don’t know anything. I’m only a boy!” God told me, “Don’t say, ‘I’m only a boy.’ I’ll tell you where to go and you’ll go there. I’ll tell you what to say and you’ll say it. Don’t be afraid of a soul. I’ll be right there, looking after you.”
God’s Decree.

Jeremiah 1:5-8 MSG

It’s always been amazing to me how important the opinion or affirmation of others is to a leader. I think every leader, if they’re being honest, can remember times when the affirmation or approval of others was entirely to important to them. The difference between a secure and insecure leader is the way they allow the approval or disapproval of others to impact the way they feel.

The insecure leader needs constant affirmation. In order to move forward, they must have people who dote on them and tell them how great they are. It's almost as if affirmation is the fuel that keeps them going. This need is concerning because there are times in every leader's life where they must stand alone. It's the very essence of leading. Sometimes you are standing out front by yourself.

Secure Leaders find their satisfaction in their purpose not in popular opinion.



NOT POPULAR OPINION

The secure leader wants their followers to be with them and to be happy. However, their main goal is to reach their destination and to accomplish the purpose. They find their fulfillment and satisfaction in their purpose not in popular opinion. The insecure leader will never get very far because they are dependent on the emotional responses of others. (We all know how inconsistent that can be!)

The secure leader will be more likely to achieve their goal because they keep leading no matter what! They realize that's what leadership is all about. Getting people from where they are to where they need to be, whether they like it at first or not, and whether it's hard or not. Like Jeremiah, we need to keep our focus on what we were created for, our purpose as leaders, and not on fearing those we are leading. Remember, affirmation and approval can be addictive. Leadership is not a popularity contest it is a journey of purpose and a secure leader knows that.

4 WAYS TO GAIN FULFILLMENT ON YOUR LEADERSHIP JOURNEY

1. Know your purpose –

It's been said, if you don't know where you're going you're not going to like where you end up!

2. Let fulfilling your purpose be enough –

People stroking your ego may feel good for the moment but it won't be enough in the long haul. Especially, when some of the same people will speak against you when they don't agree.

3. Learn to affirm yourself –

Encourage yourself and celebrate your wins. It is an important habit to learn.

4. Acknowledge your need for affirmation –

Every human being needs affirmation. It's ok to get it and to give it, but we can not get addicted to it! We definitely shouldn't make decisions based on it. Appreciate it and then let it go. Be secure in your purpose and don't seek affirmation.



THINK IT OVER:

TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. Secure Leaders get their fulfillment in their purpose and not from popular opinion or affirmation. How does guiding your team by popular opinion effect achieving the overall purpose? What is the effect it can have on your decision making?

2. Insecure Leaders are fueled by the affirmation and flattery of others. Do you have times when this is your motivation?

3. The essence of leadership is the willingness to stand out in front and lead people with a purpose to acheive a goal. Why is it intimidating as a leader to stand alone? How does insecurity play a role in standing out in front?

4. Learning to affirm and encourage yourself is a way to help empower the Secure Leader in you. Take a moment and write out some things you can celebrate about yourself and about your leadership.



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PART SEVEN: BIGGER & BETTER

CIRCLE OF SECURITY SERIES: PART SEVEN

BIGGER & BETTER

Secure leaders are not afraid for team members to be better than they are. In their mind, it equates to overall success not personal competition!

Make a careful exploration of who you are and the work you have been given, and then sink yourself into that. Don't be impressed with yourself. Don't compare yourself with others.

Galatians 6:4 MSG

Sadly many leaders are short sighted or small minded. They find it hard to see the big picture because they refuse to look beyond themselves. Secure leaders see far beyond themselves and even their organization to the greater cause of why they exist. A Secure Leader surrounds himself with talented and skillful people who are high in character and competence. He is not threatened by them but embraces what they bring to the table, knowing that if everyone puts their best foot forward it benefits the whole team. This is not a hindrance nor does it do harm to his own personal success, but rather contributes to it.

Secure leaders see far beyond themselves and even their organization to the greater cause of why they exist.

COOPERATING OR COMPETING

The truth is, being threatened by team members will stifle success, your success and the team's success. Hiring people that are far less gifted than you may make you feel big, but will ultimately make your organization small. Secure Leaders understand the difference between cooperating with each member of the team and competing with each member of the team. Cooperating brings wins; competing brings losses.

If you want to be successful, surround yourself with people of high character, competence, and consistency. Then, enjoy them and turn them loose to use their skills. Together you will build something worth having! You're the leader, you know it, and they know it. You don't have to prove it. Just lead.

4 WAYS TO LEAD TALENTED & SKILLED TEAMS

1. Know you who are –

If you're confident in who you are then you're free to let them be who they are. Know your weaknesses and skill set and surround yourself with people who are strong and skilled where you aren't. This will make for a complete team. Knowing who you are and who you aren't, and being confident in it, will only increase your team's potential!

2. Cooperate don't compete –

You're on the same team, work together, and allow your skills to sharpen each other. Everything that works correctly, works together! It's this kind of unity that allows for the full potential and purpose to be realized and reached.

3. Celebrate them –

Realize their strengths cover your weaknesses they don't expose your weaknesses. It proves you know who you are and are comfortable with yourself. Celebrating them will let them know that they can be who they are and that your team is a safe place for that.

4. Be the leader –

True leaders don't have to remind everyone that they are the leader all the time. They also don't put others down or hold others back to prove their leadership. They simply pull the team together and lead. If you can lead big people it makes you a big leader.

THINK IT OVER:

TAKE A MOMENT AND REFLECT, DISCUSS, AND EVALUATE USING THESE QUESTIONS BELOW.

1. Take a moment and evaluate the people on your team. Are they talented and skillful? Are they competent and carry themselves with integrity? If not, why?

2. Cooperating teams win! As a leader, are you cooperating with your team or do you have a sense of competition with your team and within the team? How can you create a culture of cooperation?

3. Are you confident in who you are? Do you have team members that have strengths in the areas of your weakness? What are you doing to celebrate them?

4. Now that you have completed the Circle of Security, take some time and reflect on the areas where you lead out of insecurity and build a game plan to become the Secure Leader you were meant to be.



START TODAY!

INVEST IN YOUR PURPOSE, YOUR LEADERSHIP, AND YOUR FUTURE WITH GADBERRY LEADERSHIP COACHING. CHECK OUT ALL THE OPTIONS AND START MAKING A DIFFERENCE IN YOURSELF TO MAKE A DIFFERENCE IN THE PEOPLE AND WORLD AROUND YOU.

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