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THE HEALTHY LEADER

Prescriptions for growing a healthy company



How hard do you push?

Each time you sit with your team, you face a core leadership dilemma... Should you tell your people what they must achieve? Or help them shape their own goals?



Do you push for performance? **FIND OUT.**

What Great Leaders Know

Great leaders acknowledge the tension between telling and asking. If you want exponential growth, you must challenge yourself and your team to do more. But you also need to hear and engage them. How do you drive your organization to breakthrough performance without losing that vital personal connection?

Here are some keys to striking the right balance:

- *Challenge assumptions.* Take a truly fresh look at what you and your team might accomplish. Dare to dream the impossible.
- *Lead your team out of their comfort zone.* Ask them to describe what "stunning performance" would look like. Shake things up. Tap their imagination.
- *Maintain positive relationship.* Acknowledge and manage any anger or resentment that you or your team may feel when conversations get heated or team members push back. Remember, you must be respected and connected to elicit your team's best effort.

"I'm working to ensure that my already-strong team in China can achieve our aggressive growth targets. They might think, 'Well, opening 50 new stores a year was hard enough, how could we possibly do 150?' It's easy to create these blocks in your mind. You have to be able to dream the impossible."

— **Scott Price**,
CEO, Walmart Asia

Read about [Motivation Dos and Don'ts](#).

Do you dare?

Set the tone for your team. Dare them to do more—much more—this year. Remain very self aware and highly conscious. Be a steady force that

makes it safe for them dream the impossible.

Ask yourself...

- Am I comfortable pushing for new performance levels?
- Do I balance raising the bar with protecting relationships?
- What would "dreaming the impossible" look like in my organization?

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