

LEADING WITH SOUL

What does “soul” mean to you? Most people, whether or not they have faith in a higher being, have a sense that who they are is something deep. Soul is essence, emotion, spirit; it’s what’s on the inside. Soul is the you that only you really know fully. However, others can glimpse our soul through our behavior. Soul is the reason we look for meaning in life and purpose in work.

We each have the responsibility to nurture our own soul and to nurture others, but those in a position of leadership must recognize that they have the power to nurture (or damage) souls. Build your character, respect differences, and dare to be vulnerable in letting others have a glimpse of your soul.

Live with Soul

- Surrender ambition.
- Be more concerned with who you are than what you do.
- Stop struggling or forcing things that are falling apart. Sometimes you need to let go.
- Expand your experience of life with friendship, music, nature, and gratitude.

Manage Your Time with Soul

- Fight the feeling that time is scarce; that feeling is rooted in fear.
- Address the ways you waste time (e.g., lack of focus, busy work, pretend work).
- Track activities to identify where you can be more productive.
- Get up one hour earlier to have more time in your day.
- Start each day with a plan. Ask: What is most important today? Who is depending on me? What am I avoiding?
- Create “power hours” or even “10 minute power times” and time them. Use them to power through tasks that have accumulated.
- Do things right the first time.
- Don’t work until it hurts – stop when it is not joyful.
- Take time to rest and recharge.
- Take time to think, reflect, and let creative ideas flow.

Lead with Soul

- Don’t fix; empower – teach them to fish.
- Focus on the strengths and unique needs of the individual.
- Demonstrate patience and caring compassion.
- Help others connect.
- Have the courage to tell the truth.
- Collaborate but don’t compromise out of fear or resignation.
- Don’t engage in gossip, judgment, or punishment.
- Be trustworthy and create a safe and trusting work environment.
- Inspire with encouragement and enthusiasm.
- Create a workplace of joy.

*Adapted from The Soul of Business, a compilation of writings from multiple authors including Lynne Twist.