# Using Leadership Paradox To Execute With Confidence



Leadership is a complex and multifaceted skill. It requires individuals to navigate through various paradoxes and contradictory situations in order to achieve success. One of the most prevalent paradoxes in leadership is the balancing act between confidence and humility. Successful leaders understand how to strike this delicate balance, which allows them to execute with confidence while staying grounded.

## The Paradox of Confidence and Humility

Confidence is essential for effective leadership. It gives leaders the conviction, charisma, and courage to inspire others and drive change. However, excessive confidence can lead to arrogance and a lack of openness to different perspectives. On the other hand, humility allows leaders to acknowledge their limitations, learn from others, and foster a collaborative environment. Yet, excessive humility can undermine confidence and result in indecisiveness and a lack of assertiveness.

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Getting Unstuck: Using Leadership Paradox to Execute with Confidence

by Ralph Jacobson (1st Edition, Kindle Edition)

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Leadership paradoxes, including the confidence-humility paradox, are not problems to be solved but rather tensions to be managed. Great leaders are able to move flexibly between confidence and humility, depending on the context and needs of their team and organization.

## **Embracing Both Ends of the Spectrum**

Successful leaders recognize that both confidence and humility have their merits and can coexist. It's not about choosing one over the other but rather finding the sweet spot between the two. This requires leaders to be self-aware, understanding their strengths and weaknesses, and the impact their behavior has on others.

Confident leaders inspire trust, provide clarity, and make tough decisions when necessary. They communicate their vision with conviction and empower their team to achieve beyond their perceived capabilities. However, they remain open to feedback and alternative viewpoints, recognizing that they don't have all the answers.

Humility, on the other hand, enables leaders to build strong relationships, foster a culture of collaboration, and create an inclusive environment. Humble leaders listen actively, seek input from their team members, and admit when they are wrong. They value others' contributions and encourage diverse perspectives, recognizing that collective intelligence leads to more innovative and effective solutions.

### **Developing Leadership Paradoxical Thinking**

To effectively navigate the confidence-humility paradox and other leadership paradoxes, leaders can develop paradoxical thinking. This involves embracing contradictory beliefs and behaviors simultaneously, understanding that both sides of the paradox can be true and valuable in different situations.

Leaders can start by examining their own beliefs and biases about confidence and humility. They can challenge their assumptions and embrace a growth mindset, recognizing that they can develop and refine leadership skills on an ongoing basis.

Building self-awareness is another crucial aspect of leadership paradoxical thinking. Leaders can seek feedback from their team members, mentors, or

external coaches to gain different perspectives and identify areas for improvement. By understanding their strengths and weaknesses, leaders can adjust their behaviors accordingly and find the right balance between confidence and humility.

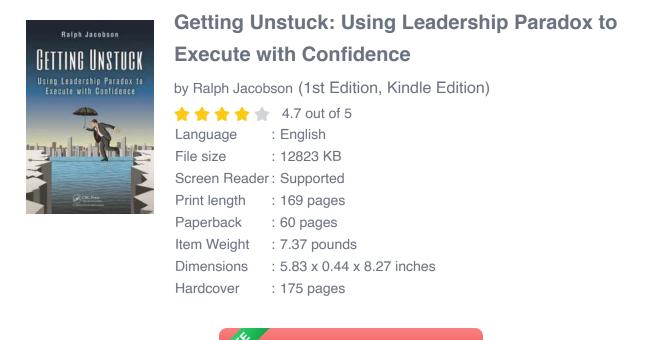
## **Creating a Culture of Paradoxical Leadership**

Leadership paradoxes are not only relevant at an individual level but also at an organizational level. To thrive in today's complex and uncertain world, organizations need to embrace paradoxical thinking and create a culture that supports it.

Organizational culture plays a significant role in shaping leadership behaviors. When leaders model the integration of confidence and humility, it sets a powerful example for others to follow. Leaders can create forums for open dialogue, where different viewpoints are encouraged and contradictory opinions are acknowledged and respected.

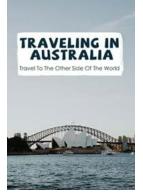
Organizations can also provide development programs and resources to cultivate leadership paradoxical thinking. This could include workshops, coaching, and peer learning opportunities that challenge individuals to reflect on their own behavior and explore the potential of paradoxical leadership.

Leadership paradoxes, such as the tension between confidence and humility, can be leverage points for growth and effectiveness. By embracing both ends of the spectrum and developing paradoxical thinking, leaders can execute with confidence while staying humble. This balance allows them to inspire and empower their teams, create a culture of collaboration, and drive sustainable success in today's complex business environment.





Humans are naturally wired to solve problems. Implement the right solutions and the problems generally go away. Paradoxes are quite different. They consist of opposites that do not appear to be able to coexist, but must. Most of the issues that keep organizations from achieving strategic success are not problems, they are paradoxes. Practical appro



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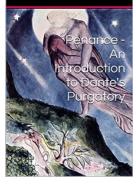
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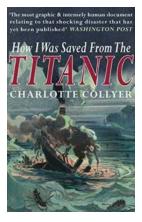
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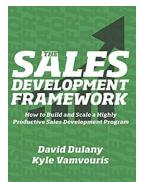


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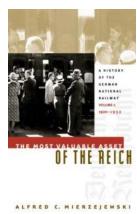


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