



THE TALENT ADVANTAGE

How to Start Success Behaviours and Stop Derailment Behaviours to Accelerate Results

By Nancy MacKay, PhD

Founder and CEO of MacKay CEO Forums

Everyone is put on the planet with a chance to achieve their full potential. We all have strengths and we all have opportunities for improvement. In order to accelerate results, a critical success factor for all leaders is to be able to start success behaviours and stop derailment behaviours. And, to develop an ability to help others start success behaviours and stop derailment behaviours.

CEO SUCCESS BEHAVIOURS

Emotional Intelligence: mood, adaptability, stress management, interpersonal, intrapersonal

Additional Success Behaviours: smart, decisive, delivers results, straight talk, passion, high expectations.

CEO DERAILEMENT BEHAVIOURS

Not listening; not allowing others to influence; dismissive; intimidating; always dissatisfied; not able to manage emotions; fosters burnout; lack of delegation and coaching/mentoring; lack of interpersonal connection.

HERE ARE 10 BEHAVIOUR CHANGE STRATEGIES TO HELP YOU BECOME A BETTER LEADER:

1

It's possible for people to start and stop behaviours if they are: (1) open to feedback, (2) willing to accept help, and (3) if they want to change their behaviours.

2

There are three approaches to helping people start and stop behaviours: (1) shared experiences, (2) advice giving, and (3) coaching questions (What is the issue/situation? What are your options? What will you do?)

3

We all have skills, behaviours and experience. The most challenging area of development is behaviour change. Hold yourself and others accountable for behaviour change, not just results.



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4

How we think and feel determines our behaviours and actions. Change your beliefs and master your emotions to speed up behaviour change.

5

Feedback is a gift. Get the evidence to speed up behaviour change.

6

Minimize ego-talk (right/wrong; looking good; avoid control; blame; defensive.

7

People avoid pain and seek pleasure. People change behaviours when there is a sense of urgency for change.

8

It is more effective to change your own behaviours than to expect others to change their behaviours. Being the exemplar leads to behaviour change in others.

9

Specificity speeds up behaviour change and results. Make commitments in writing to others.

10

Practice every day. It takes 21 days for behaviour change to take place.