

THE GREATEST PITFALL OF ANY LEADER

Search committees sometimes ask what would cause us, in our capacity as executive recruiters, to quickly eliminate a candidate from further consideration?

Often it is one trait God tells us about in Scripture:

"Pride goes before destruction, a haughty spirit before a fall." Proverbs 16:18

Effective leadership is not just what one does, but in large part how they do it.

So, how does a search committee discern the difference between pridefulness that leads to dysfunction and a healthy self-confidence that comes out of an assurance of the call? Can you sense their vision or motivations are focused on themselves rather than having included input from others?

What we have found is often connected to a big ego is less than stellar people skills or poor emotional intelligence (E.Q.) This can come across as being controlling, not willing to take correction, and lacking the self-awareness to realize how one is coming across to others. Absolutely we want someone who is inspirational as well as having a healthy level of self-confidence. Perhaps a candidate is even visionary, good at fundraising, totally ethical and spiritually strong. Even so, if the pride issue rears its ugly head, it cannot be underestimated. You want to sense a degree of humility, and in some cases, a contrite spirit.

Last, but certainly not least, is speaking with references who have worked with this person to ask about these areas can be very insightful. This is crucial and protects against being surprised six months down the road about who you have chosen.

The team at The Dingman Company is always available to help you navigate through issues such as these, helping you identify and select not only qualified, but quality candidates. Reach out to us any time!

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