



CIRCULAR LEADERSHIP MASTERMIND TOPIC:-
WAYS YOU MINIMISE YOUR AUTHORITY

Individual minimisers are usually minor and insignificant in isolation but cumulatively over time can significantly reduce our impact, gravitas and reputation as a leader.

Identify which of the following (or other) minimisers you are in the habit of doing, consciously stop them and instead employ more empowering behaviours:-

1. **Minimising language** - starting your sentences with “Sorry” “just...” “I’m not sure if...” “does that make sense?” “I’m no expert” “Just thinking off the top of my head” etc. They lower your status, make you sound apologetic and diminish your ideas.
2. **Linguistic fillers** - “um” “er” “like” “you know” - usually done unconsciously - like a linguistic tic - but they make you sound uncertain and come across as less professional.
3. **Vocal uptick and/or high pitch** - when your tone goes up at the end of a sentence it sounds like you’re asking a question or seeking approval which makes you appear less confident. Using a consistently high pitch when speaking is a submissive trait that can hand the balance of power to others, especially those speaking in a lower more dominant tone.
4. **Laughing “inappropriately”** – a default behaviour to mask our discomfort when we feel vulnerable or insecure or to appear friendly so as to hot wire connection with another. People can usually pick up the dissonance because it doesn’t feel like a sincere reaction to what is actually happening in that moment.
5. **Over-mothering** - making sure that everyone is ok and comfortable even when it isn’t your role to do so. You pigeonhole yourself in a lower status position which then makes it harder for you to assert yourself.
6. **Taking up less space** – physically, vocally and energetically – either by being overly considerate or deliberately wanting to hide and not expose yourself to possible embarrassment.
7. **Expecting others to notice your achievements** – people may miss them or assume you’re not ambitious or up to anything significant which can mean you don’t get the recognition or promotion you deserve.
8. **Diluting your accomplishments**. Playing down your achievements or diluting them by including others because you feel uncomfortable and don’t want to be a “tall poppy” or be perceived as a show off.



9. **Over explaining** – giving too much detail and background information when sharing your ideas which can lead to a reputation for not being succinct, confident or able to hone in on what's more important.
10. **Wearing the busy badge** – regularly telling others how busy you are, being late to calls/meetings; rushing/cutting conversations short and generally giving off the vibe you don't have enough time for others. To the outside world it may seem as though you're not coping or can't manage your time effectively.
11. **Being a worker bee** - demonstrating your value by working hard rather than ensuring you're adding strategic value that aligns with your level of seniority.