

FROM THE VAULT: Integrity

Be a Leader Worth Following

INTEGRITY

You can't be a leader **worth following** without integrity.

Integrity is when there is **alignment** between what someone says they believe and what they do; who they claim to be and who they really are.

The closer you get to someone with integrity, the **better they look**.

There is no necessary correlation between **talent** and **maturity** or **integrity**. The more talented a person is, the quicker they are pushed into leadership positions—whether or not they have the maturity to sustain it or the integrity to go along with it.

A person who has not done the hard work to develop an internal sense of integrity will ultimately compromise their fundamentals for the sake of success.

1. The *most direct path* to the things we use to measure success are not the most ethical.
2. Commitment to do the right thing can actually jeopardize, rather than enhance, your progress at times. This is a *tension* of being a leader worth following.
3. Oftentimes the path to *maintaining success* isn't ethical because what was once applauded is now expected. This leads to compromising integrity in order to keep the crowd pleased.

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Every Leader Has Two Types of Authority:

1. **Positional Authority:** The influence that comes because of the position or role you hold
2. **Moral Authority:** The influence that comes because of who you are as a person

TENSION

On one hand: The voice of the leader in you is speaking to you saying, "This is your **opportunity**. This is how it's done in the industry, so this is how you must do it to succeed."

On the other hand: The voice of your conscience is saying, "But this is wrong, I **shouldn't compromise** my moral authority for positional authority."

How to Guard your Moral Authority:

1. **Pay attention to your internal response to authority.** Notice any twist in your view of authority that creates an entitlement mindset. When we feel entitled, we begin bending the rules.
2. **Pay attention to how you handle money.** Leaders get in trouble all the time, not because they don't have enough money, but because of what they do when they have more money than they did before.
3. **Pay attention to how you deal with frustration.** When you attain more power, you have more potential to bow up and respond poorly to those around you.

When a man or woman begins to compromise in order to go further, faster, they lose moral authority regardless of the position they hold. Once you go down that road, it's almost impossible to get back.