



Leadership Emails

Leadership Emails

Today...Choose to Be Extraordinary!

October 19 - November 9, 2023

Kevin's Leadership Emails are powerful explorations into personal development, both inside and outside of the practice.

Enjoy reviewing all this transformational, thought-provoking content.

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80,000 People (Part 2)

Building off of last week's message, I'd like to share additional commentary from author Tommy Spaulding as he continues to describe the essence of his "stadium" concept.

"Every single day, two or three people are filtering into your stadium and preparing to cheer you on, boo you off the field, or sit there trying to figure out who you are.

You can choose to be a good influence, or you can choose to be a bad one.

It's that simple.

Will your stadium be filled with cheers or jeers?

The choice is yours."

Spaulding and I are definitely aligned on one important detail...it's YOUR CHOICE(S) that will determine the energy and conversation at your "stadium" when your time comes to an end on this earth.

It always, always, always comes down to choices. We have been given free will to choose our paths in life and the influence we have on those who enter our circle.

Spaulding continues...

"The eighty thousand people in your stadium won't remember how you managed or led them.

They won't remember the products you sold or the services you provided.

They will simply remember your actions and words that changed their lives...your legacy of influence."

A little over ten years ago, I had the most significant moment of clarity in my life and began to understand this concept at a cellular level. So much in my past began to make sense to me. I was finally able to connect the dots between people and outcomes I had experienced.

Since this moment, I have been on a journey to have a greater understanding of my God-given purpose and what He is expecting out of my time on earth.

Since this defining moment in my life, which happened during a session with my therapist, I made the CHOICE to live with two simple mottos in life.

My first motto I choose to live by...

I will never allow a single person or circumstance to rob me of my joy in life.

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My second motto I choose to live by...

I want every person I am fortunate to interact with in life to feel better for having spent time with me than had they not.

It became that clear to me.

Live simply.

Live by leading with (agape) love and goodness.

Be a light unto others.

Always be kind.

I pray every day that I honor God by living a life guided by His principles and to be a catalyst for good. I can only hope I am following through. It all started by making the CHOICE to be mindful all day with every person who comes and goes in my life.

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80,000 People (Part 3)

Today, I want to wrap up the thought-provoking concept of filling a stadium with the 80,000 people you will have influenced over the course of your lifetime. I found this concept to be so thought-provoking that it deserved a 3-part series of its own. When we can attach a picture or visual to a concept, it offers us a unique chance at new realizations. So please, take a fresh moment to consider the potential and profundity of this in your own life.

The final excerpt I want to share from, *“The Gift of Influence,”* by Tommy Spaulding, focuses on what people will remember about your influence in their lives: past, present, and future.

“Do you think the eighty thousand people in your stadium will remember how you successfully won them over to your way of thinking?”

Probably not.

They’ll be cheering you because you helped them become better parents, spouses, siblings, managers, leaders.

They’ll remember how you inspired them to become better human beings.

They’ll remember the times when you loved and served them.

It took me half a lifetime to understand that it’s not what you get out of these eighty thousand people, it’s what you give those eighty thousand people.”

As I read this portion of Spaulding’s message, I immediately asked myself, “How, exactly, am I helping...loving...serving...leading people in my life?” I began to notate the not-so-obvious ways I believe I am acting in a manner that is in alignment with my daily focus of having a positive impact on others.

At first, it was difficult to go beyond the more obvious actions I take and words I use throughout my days: one-on-one calls, my writings, and written correspondence with people via email and text to name a few. But once I stopped applying the pressure of coming up with such a formal list and allowed my mind to wander, I realized all the subtle ways in which I have the ability to act with Excellence and be positively influential to others.

I encourage you to spend time reflecting on all the ways you are influencing people that go far beyond the obvious of your day-to-day professional life. Truly put time and effort into it. It is time well spent, as you will be more aware of all the ways your influence can be felt, both directly and indirectly. This is a great team-building exercise, too!

Another way to explore this topic is by identifying someone who you believe has positive impact on yourself and others. Document all the ways this person has had positive influence from your perspective. This could help you gain awareness of the limitless ways in which you can offer up your own influence...or in other words...expand your level of Excellence!

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When I think of the influence my grandfather had and my mother continues to have on the world around them, I am grateful to have such wonderful examples of what it is to live with love and kindness while being strong and convicted in principles.

For those of us who had great examples of good people in our lives, please keep this in your daily gratitude list. The reason why it's so important to be grateful for such examples in life is because so many were not as fortunate to be shown the good path in life.

Today is a reminder that you can be the good influence for others who are lacking that person in their lives right now. This is why being intentional about living a life of Excellence and embracing the gift of positive influence is key to creating more harmony in life for all.

Identify your "who" and "why" to give yourself a foundation to build upon and to be your guides during moments where you could use the support of positive influence.

Emulate Excellence!

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You Are Awesome Because...

A common response I receive on the topics of Excellence and Influence revolves around the doubt people have about having a “major” impact on others throughout their “ordinary” days. I welcome these comments because the beauty exists in the simple moments we have the opportunity to create.

Author Tommy Spaulding addresses this in his book, *“The Gift of Influence,”* with the following message for his readers where he tells a story about a movie theme that, *“beautifully illustrates the simple and awesome power of lifting others up...”*

“That, at its heart, is what influence is all about. It’s not telling people how great they are, it’s showing them how great they are. Lifting others up means identifying moments, regardless of how significant they may seem, to show that they matter.”

Telling someone they are “awesome” is great! I believe everyone would appreciate a compliment.

Telling someone, *“You are awesome because...”* brings more soul to the compliment and reinforces the goodness one possesses that you wish to highlight and have them create more moments in the same spirit and energy.

Spaulding goes on to emphasize your pace in life, just as we do in all our messaging at DST. Your pace and your presence are vital in delivering an experience people value and appreciate. It also is a key component in developing genuine relationships with people in order for them to believe you truly care.

“I challenge you to slow down.

Slow down as you live your day-to-day life.

Slow down as you interact with your co-workers.

Slow down when you have dinner with your family.

Slow down when you’re ordering food at a restaurant.

Slow down and be aware of the people around you and ask yourself..

How can I lift them up, even just a little bit?”

I can attest that monitoring and managing your pace through life will lead to a tremendous amount of goodness.

I recall, vividly, the moment I made my commitment to living a well-paced, simple style of life. This moment has led to so much joy in my life, I simply cannot express its impact well enough with the written word.

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I encourage you to reflect on the different aspects of your life and assess your pace and presence with others, and most importantly, with yourself!

Reinforce the aspects of life which have a good pace you are pleased with and keep on keeping on!

Identify the aspects of life that could benefit from an adjustment of pace and come up with actionable ideas of how to manage it more effectively.

Become more comfortable saying “no” more often than “yes” to requests of your time and commitments you will make.

When you say “yes” to one thing, you are going to have to say “no” to something else. You simply cannot do it all. Use your discernment to make more thoughtful commitments.

I hope you take a moment to slow down and reflect on today’s message. I promise, you are worth it!

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No Judgment

To act with your highest level of Excellence and have positive influence on others, it is important to embrace people for who they are. It takes a concentrated effort and good energy to release all judgment about people you meet and interact with on a daily basis.

Even author Tommy Spaulding acknowledges this in his book, *“The Gift of Influence.”* He makes a powerful observation on the topic of embracing others.

“Embracing also means seeing and valuing someone for more than the service they provide for you. In an era when we cut people out of our lives because of what they look like, what church they attend or don’t attend, what they post on social media, or whom they voted for, the ability to embrace another person fully and without question is very rare.”

In all my years of self-discovery and helping others to have more awareness of what holds them back in life, judgment of others is high on the list of reasons why someone will never truly share their God-given gifts to others.

More often than not, someone will judge others while believing they are not. They convince themselves that they are simply making “observations” of others. The reality is, someone typically chooses to judge others in an attempt to make themselves feel better while avoiding dealing with a deep wound that has led them to be so critical of others.

I speak often about “exercising” your “empathy muscle” in order to better relate to people in your life. The same applies to “exercising” your “non-judgmental muscle.” In the book, *“Positive Intelligence,”* there is a reason the author says we all deal with the #1 Saboteur known as “The Judge.” This internal voice is mighty and powerful, which can be completely destructive when not kept in check.

Your level of Excellence and ability to expand your positive influence could be raised immediately if you would drop your judgment of others so you can embrace who they are at this given moment. You may be the only person who has the restraint to reserve judgment and pour into someone who could so desperately benefit from (agape) love and kindness.

Although I believe my judgment of others is in check, from time to time, I still catch myself allowing the enemy within (“Resistance” as described by Steven Pressfield) to rear its ugly head. At those moments, I need to slow down and release my arrogance of looking down on someone else, as if I am so much better. It’s a terrible feeling when I realize it’s happening. It’s why I pray so often throughout the day, as I need divine help to stay grounded and meet people where they are at in life in order to serve them effectively.

I encourage you to take note throughout the day when you catch yourself speaking in judgment rather than (agape) love. People deserve respect and understanding from you.

I can promise you one thing: when your judgment of others is released, and if your fellow team members would join in the crusade, the culture of your practice would elevate and shine a light brighter than you ever thought possible. Virtually all team member issues I deal with are the result of people judging each other, which leads to negative outcomes.

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Break free from the chains of judgment and experience the beautiful energy that will flow into your life and others'.

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