



Are You a Manager or a Leader?

THE DIFFERENCE BETWEEN A LEADER AND A MANAGER

“With the rise of the knowledge worker, one does not ‘manage’ people. The task is to lead people. And the goal is to make productive the specific strengths and knowledge of every individual.” – Peter Drucker

Circle the ones on both sides that apply to you, or better yet, have a peer do it:

Leader/Business Owner Attributes (most owners think like managers)	Manager/Employee Attributes (managers rarely think like owners)
Speed of Execution (La Pira Entrepreneur Study)	Careful PRE-planning (Seth Godin – no case studies)
Vision – seeing the big picture (La Pira)	Information – seeing the data/ seeing today’s issues
Risk-taking (Ray Kroc – Don’t want to take risks?…)	Risk-aversion
Action Orientation	Planning Orientation
Doer	Thinker
Passionate Focus	Analytical Focus
Intuitive Decision-making	Cognitive-based Decision-making
Conation – committed movement in a purposeful direction – to build something - SIGNIFICANCE	Maintenance/Routine – SAFETY, SECURITY, STABILITY
Cognition is a servant of Intuition	Cognition is the Master that blocks Intuition
Plans as they are moving	Plans before they move
REACTIVE (information comes & finds them)	PROACTIVE (always chasing info, creating reports)
Innovates	Administrates
Is an original – unique	Is a copy – mimics others
Focuses on PEOPLE	Focuses on SYSTEMS & STRUCTURE
Inspires TRUST	CONTROLS
Decisions based on the long-term, best interest of others	Decisions based on what works for this week/month
Asks WHY	Asks HOW
Asks WHERE are we going & by WHEN	Asks HOW
Makes decisions based on where they want to go	Makes decisions based on where they are (treadmill)
Originates	Imitates
Challenges the status quo	Accepts the status quo
Makes the rules	Follows the rules
Does the right things	Does things right
People follow them without a title	People follow them because their name is on the door
Creates change	Manages & reacts to change
Persuades, motivates and inspires	Communicates, organizes and coordinates
Creates teams that work without them	Directs groups who rely on them
Uses position to champion the advancement of others	Uses position to champion the advancement of themselves
Takes responsibility	Takes Credit
Empowers others to lead and innovate	Exercises power OVER people to advance themselves
Instills purpose, passion and direction	Controls policies and procedures
Doesn’t need a title to be effective	Requires a title to be effective
Defines a purpose for the Stakeholders	Assigns tasks to the Employees
Nurtures the skills and talents of others to help them advance	Organizes the workers to maximize efficiency

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