## Leadership Myths That Limit Performance

<table>
<thead>
<tr>
<th>Myth</th>
<th>Truth</th>
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</table>
| **1** | **STRIKE A BALANCE**  
I don’t have time to manage performance  
**MYTH:** If time isn’t taken on the front end, problems will likely arise that take far more time later, and when it is not convenient. |  
• Invest now to have more time later  
• Make coaching part of your daily routine  
• Look for teaching moments  
• Identify and address skill gaps |
| **2** | **EXPECT ONGOING LEARNING**  
The person can’t (or doesn’t need to) develop further  
**MYTH:** With the right beliefs and support, a person is always capable of growing. |  
• Listen for fears or negative beliefs that are inhibiting the person  
• Set goals regardless of career stage  
• Hold them accountable |
| **3** | **MODEL THE WAY**  
Professional development is not part of our culture  
**MYTH:** It may not be part of the culture but it is part of a leader’s responsibility to develop others. |  
• Don’t let others’ lack of commitment influence yours  
• Set the example for continuous learning and recognize others who embrace it |
| **4** | **KEEP IT CALM & COLLABORATIVE**  
Coaching is confrontational  
**MYTH:** Coaching is conversational |  
• Manage emotions & express positive intent  
• Focus on the behavior, not the person  
• Ask for input and listen |
| **5** | **ACCESS HR STAFF FOR GUIDANCE & SUPPORT**  
I’m sure I can just figure this all out on my own. I have good instincts.  
**MYTH:** Leading and managing staff effectively requires a complex body of knowledge and skills |  
• Hiring & Leaves  
• Performance Management, Org Design, Change management, Skill development  
• Navigating Union Contracts |

Leadership Development at MSU  
*Leading with Purpose*