

## Personality Traits that will Doom Your Ability to Lead

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In order to build a thriving law practice or lead an in-house team of lawyers, you need to be an effective leader. But, even the most seasoned lawyers often let insecurity or worry diminish their leadership abilities.

Here are the top five red flags that might be hindering your ability to be an effective leader.

### 1. Self doubt.

Self doubt speaks volumes to your legal team and your staff about your self confidence and courage to lead. Don't second-guess yourself. If you don't believe in yourself, that you are capable of leading, who will? And, furthermore, worrying about failure is self-defeating.

### 2. Control freak.

There's nothing more damaging to a legal team than a boss who micromanages. While you want everything to be perfect, understand that the lawyers who report to you and your staff want the same thing. Be careful whom you hire and then have a little faith in them – If you don't, your retention rate will suffer.

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### **3. Power trip.**

Be a strong leader, but ditch the power trip. Sometimes too much flexed muscle can back fire. In fact, some research suggests that bosses who exercise excessive power tend to have less productive teams. Employees feel too intimidated to share ideas or offer candid input.

Bottom line: Your lawyers and your staff shouldn't be intimidated by you.

### **4. Lack of focus.**

Leadership is about performance, leveraging resources, and delivering on obligations. It's okay to think big, but don't let your thinking shrink or else you'll lose sight of what's important.

Ask yourself: What is your primary focus right now? If you can't write it on the back of your business card, then your inner vision suffers from a lack of clarity.

### **5. Client neglect.**

Leaders not attuned to the needs of their market will fail. As the old saying goes, if you're not taking care of your clients, someone else will be more than happy to. Successful leaders focus on client satisfaction and loyalty. They find ways to consistently engage them and incorporate them into their planning initiatives. If you ignore, mistreat, or otherwise don't value your client base, your days as a leader are numbered.

The good news here?

These are flaws that, if caught early on, can be prevented from doing serious damage. No matter how sure you are, listen to advice from others. In the end, you'll be a better leader for it.

*Adapted from Article [10 Personality Traits that Kill Entrepreneurship](#) by Alana Horowitz.*

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