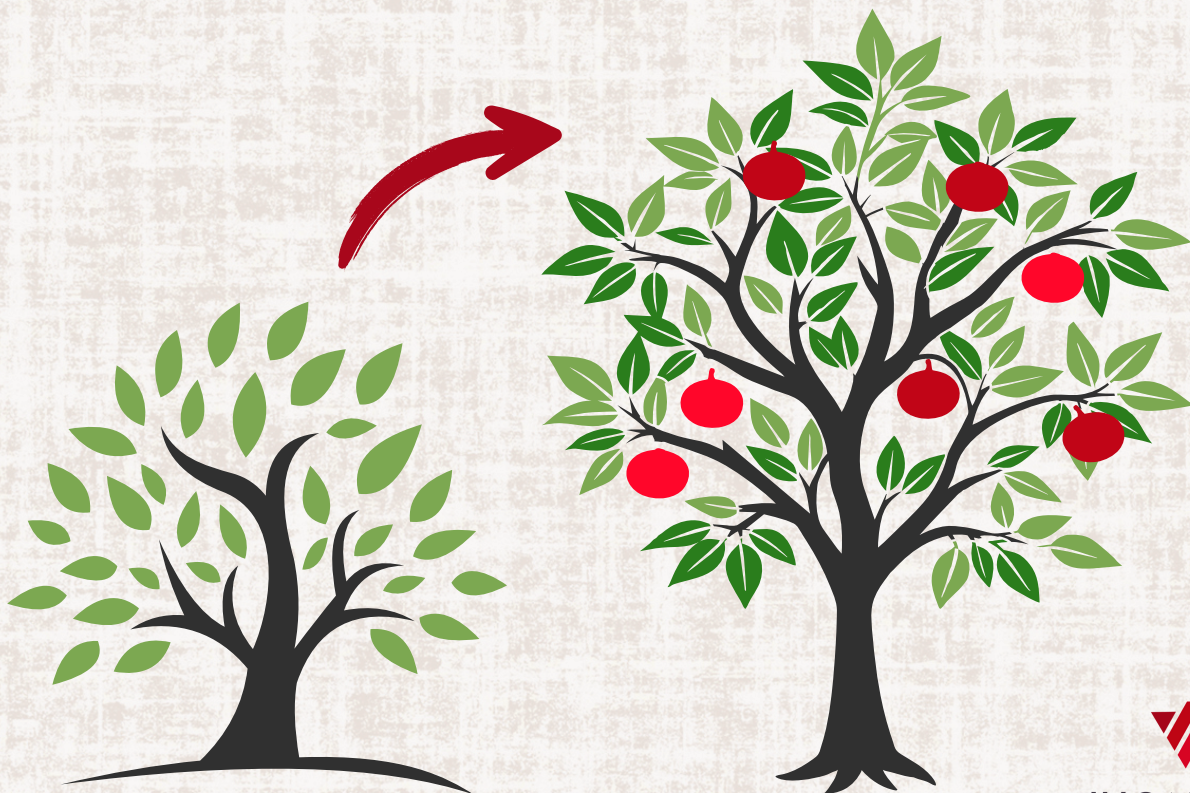


# **Be the Boss** **That** **Changes** **Someone's Life**

**(Here are 10 ways  
to make it happen)**



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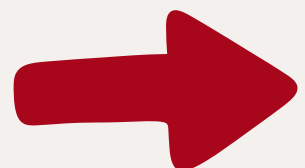


# See potential others miss.

Spot talent they don't even know they have yet.

**Sounds Like...**

"I see leadership qualities in how you handled that."



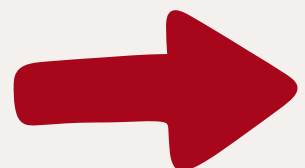


## **Create psychological safety.**

Teams thrive when mistakes become learning.

### **Sounds Like...**

"That didn't work, but I'm glad you tried it."



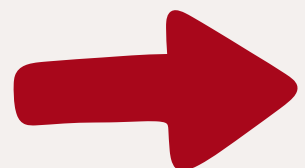
3

## **Give meaningful challenges.**

Push them beyond  
comfortable mediocrity.

### **Sounds Like...**

"This project may seem  
intimidating but I know you're  
ready for it."



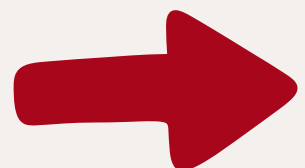
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## **Maintain professional boundaries.**

You're not the bestie, but you are their biggest advocate.

### **Looks Like...**

You (sometimes) skip happy hour but fight for their promotion.



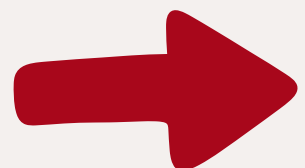


## **Advocate behind closed doors.**

Mention their name when opportunities arise.

### **Sounds Like...**

"Actually, Sarah would be perfect to lead that."



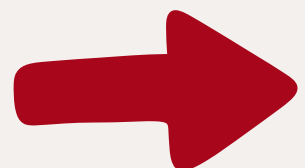


## **Remember what it was like.**

Don't forget the sting of your own early career setbacks.

### **Looks Like...**

Offer specific guidance you wish you'd received.



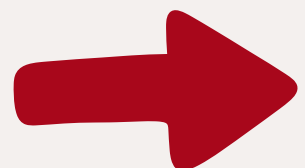


# **Focus on their growth, not your ego.**

Their success becomes your success.

## **Looks Like...**

Celebrates their wins publicly and generously, without taking credit.



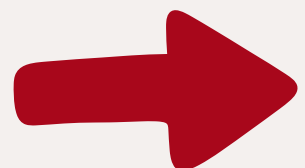


## **Give specific, actionable feedback.**

Replace vague praise with detailed, authentic observations.

### **Sounds Like...**

"The way you handled that objection was masterful."



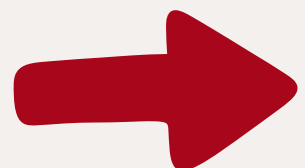


# **Hold them accountable to their potential.**

Don't let them hide or play small.

## **Sounds Like...**

"I know you can do better than this. What's in the way?"



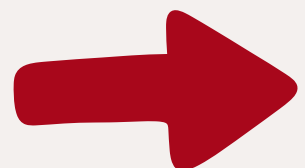
10

## Create more leaders, not followers.

Build a legacy through others.

**Sounds Like...**

"Now you mentor someone the way I mentored you."



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