



## Fancy taking the “Leadership Surf Test”?

If you have ever been to an event where someone dived from the stage to crowd surf, or better yet, you’ve done this successfully yourself, then you’ll know the confidence and courage required to do it. Fancy having a go at the Leadership Surf Test? Come on, dive in.



### Your self-assessment goes like this:

Imagine that you are standing on stage, with all your people in front of you, and you launch yourself right out there into the crowd to surf like a rockstar... would they all rush to catch you, give you a massive tour around the crowd, and successfully bring you back to the stage?

Only **you** know your internal answer. So, regardless of whether you believe you’d enjoy the best surf ever or you’d hit the ground like a sack of potatoes, ask yourself these questions.



Why did they behave like that?

What have I said/done for them to behave like that?

How will I discover what makes them behave in this way?

What do I need to do differently, more of or less of, to improve my surf?

How will I engage with each person?

How can I find out how they want me to lead, manage, communicate, and show them that I genuinely care for them?

### Our top tips for improving your surfing experience are to:

- Work **really** hard on your Emotional Intelligence.
- Create a safe space for people to talk freely (psychological safety)
- Show them you respect, care and appreciate them and their work.
- Be honest and transparent.



**PS: This test fails miserably if you’re completely deluded about your impact on others, don’t care about anyone else, or have left reality in an inescapable pool of ego.**

