



# Bob Cancalosi Leadership Consulting

Helping leaders achieve higher impact outcomes

BobCancalosiFourLoops@gmail.com

WWW.FOURLOOPLEARNING.COM

Dog  
House  
#6  
January  
2020

## LEADERSHIP BOB & THE SALTY DOG SERIES

### Thoughts on where to spend your time improving yourself as a leader in 2020.

Throughout the years I have found the following percentages to result in some pretty dramatic improvements for the Leaders I would work with:

**60% of the time:** Refine your strengths and make them even stronger but be careful that an overused strength can turn into a weakness. Remember the old proverb, “sometimes going too far east can make you go west.”

**25% of the time:** Focus on making a noticeable improvement in one dysfunctional behavior. Get really clear on what success looks and feels like. You’ll know you are there when you demonstrate that you no longer default to unproductive ways in pressure situations.

**11% of the time:** Keep on learning from role models from the past, the present and the future rising stars. What are the leadership best practices to emulate within your style?

**4% of the time:** Keep on seeking out the truth sayers. I saw a study that only 4% of the truth is shared with the top of the organization. Have the courage to find the people who can be brutally honest with what you need to work on and authentically thank them!



### Salty Dog

Remember these ratios and be mindful of all 4 as you work on making yourself a better leader in 2020.

### Salty Dog Pack

If you are interested in receiving the Salty Dog Leadership Series on a recurring basis, please go into my website at [www.FourLoopLearning.com](http://www.FourLoopLearning.com) and fill in the Get In Touch button on my Home page