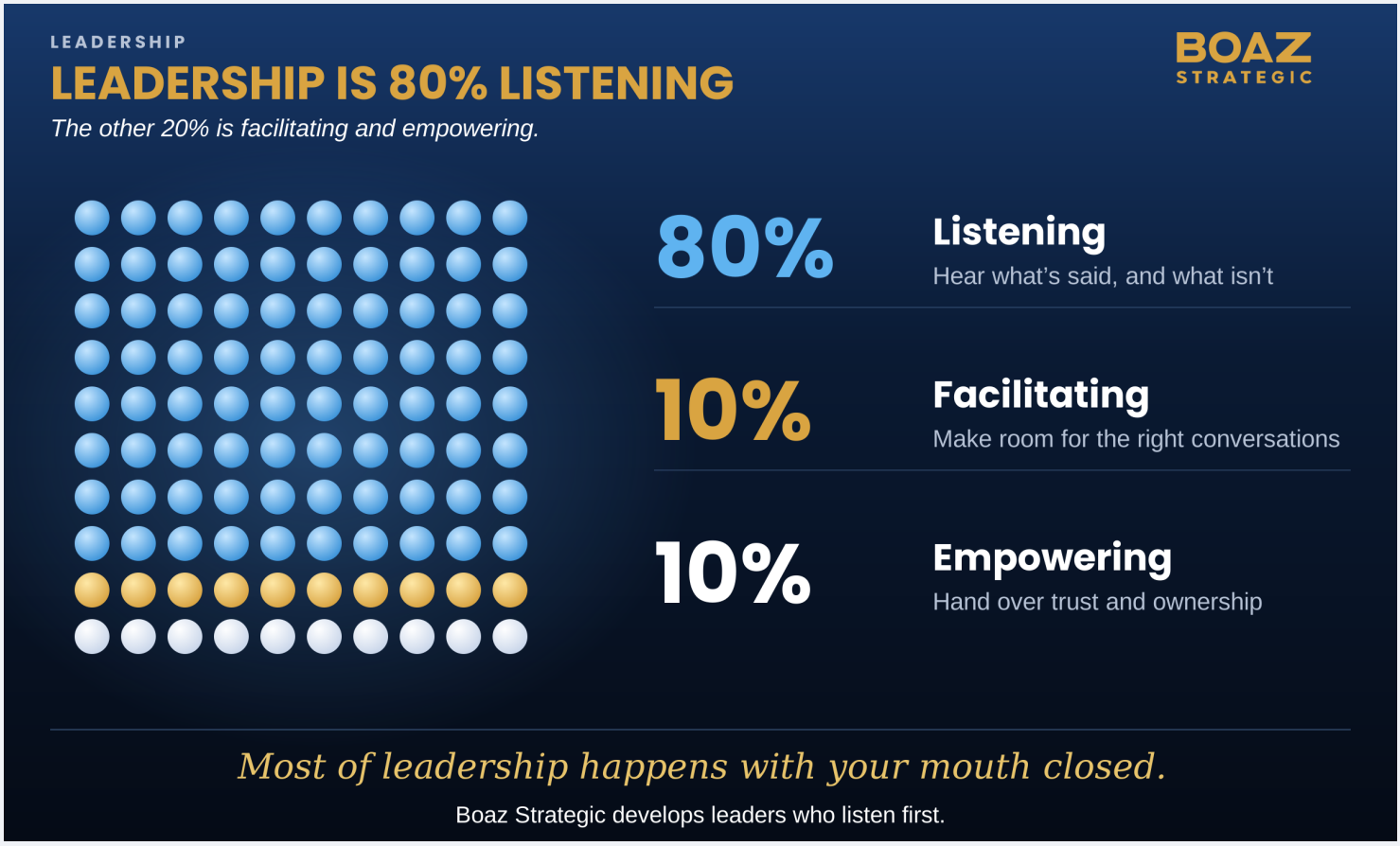



# Leadership is mostly *listening.*

> *Most of leadership happens with your mouth closed.*

Ask most people what a leader does all day, and you'll hear about making decisions, casting vision, and keeping things moving. All true. But here's a simpler picture to carry around: leadership is about 80% listening, 10% facilitating, and 10% empowering.

**Yes, that much listening.**

Listening gets the biggest share because it comes first. You can't solve a problem you haven't heard, support a person you haven't understood, or lead a team whose real concerns never reach you. Good listening means asking a better question, and then letting the silence do its work. It means hearing what's said, and noticing what isn't.

Facilitating is the next 10%. Once you've listened, your job is to create the space where the right people talk to each other. Bring the right voices to the table, keep the conversation honest, and help the group find its way forward.

Empowering is the last 10%. When people have been heard and have helped shape the answer, you can hand it over with confidence. Give them the trust and the ownership to carry it out, and then get out of the way.

Those numbers aren't a formula, just a reminder of where your attention should go. If you're doing most of the talking, it's probably backwards. In your next meeting, try listening for most of it, and see what you've been missing.

**At Boaz Strategic, we develop leaders who listen first.**