



Happy Tuesday,

A few years ago, I asked a room full of leaders a simple question:

What do people get when they get you?

Then I paused.

Because most people immediately begin thinking about what they do.

Not who they are.

Not how they show up.

Not how others experience them.

Just what they do.

But leadership isn't simply about what you accomplish.

It's about the experience people have when they interact with you.

- Do they get clarity?
- Do they get encouragement?
- Do they get confusion?
- Do they get consistency?
- Do they get authenticity?
- Do they get trust?

The truth is, whether we realize it or not, we're all leaving an impression.

The question is whether that impression aligns with who we want to be.

Leadership Insight

One of the greatest leadership mistakes we make is assuming our intentions automatically become our impact.

They don't.

You may **intend** to be supportive.

- But are you experienced that way?

You may **intend** to be approachable.

- But do people feel comfortable approaching you?

You may **intend** to be authentic.

- But are you showing up consistently enough for people to trust what they see?

Leadership is not just about intention.

It's also about **awareness**.

And awareness requires feedback, reflection, and honesty.

What You're Teaching Me ❤️

One of the things I've learned from writing this newsletter is that we don't always know which words people carry with them.

Recently, a reader shared that after hearing me speak several years ago, one question stayed with her:

"What do people get when they get you?"

She told me that question made her more mindful and intentional in how she lives and shows up every day.

YES!

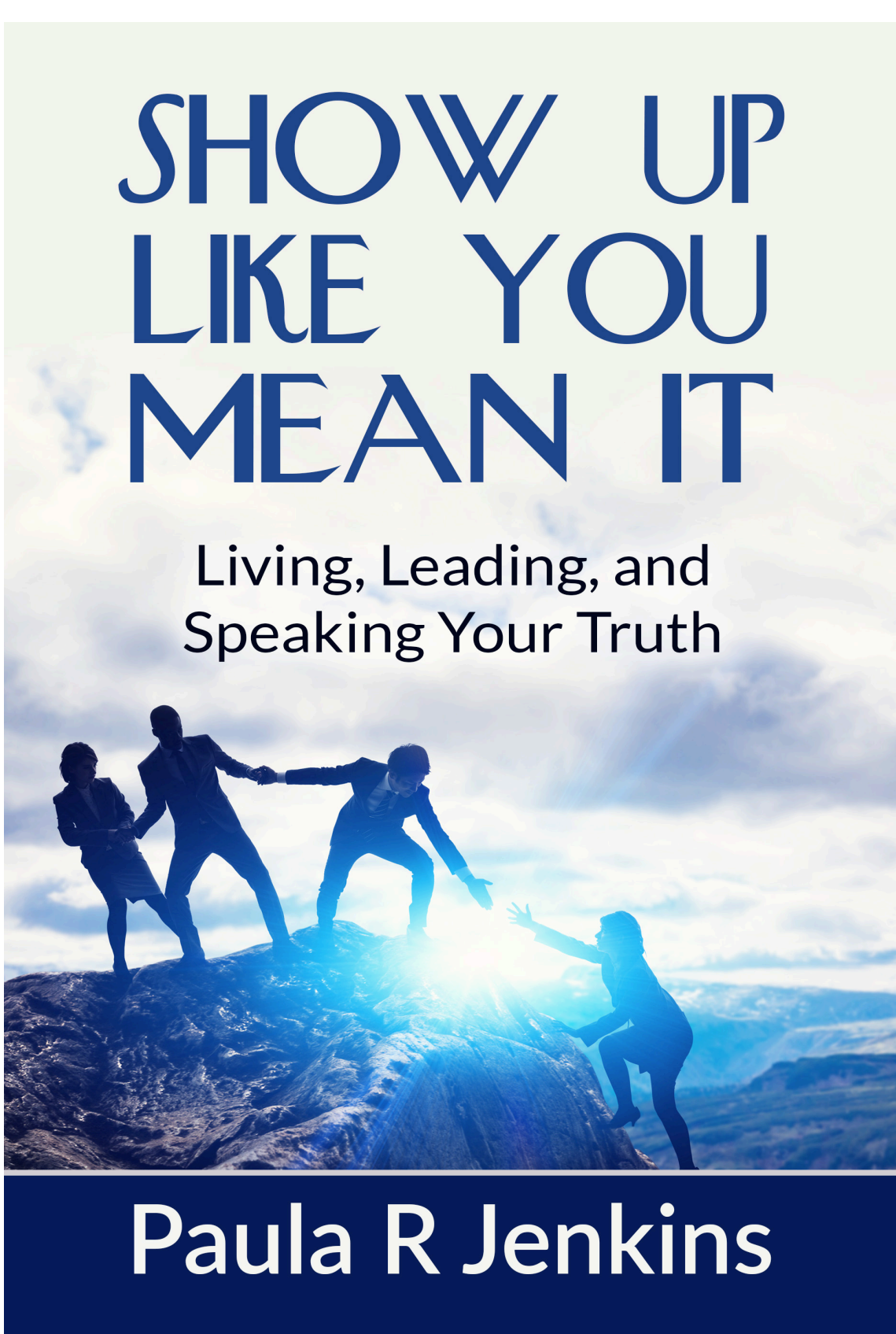
That reminded me of something important:

Sometimes the messages that stay with us aren't the complicated ones.

They're the simple questions that challenge us to think differently.

Thank you for continuing to share your reflections and growth with me.

Visual Reminder



“What do people get when they get you?”

What I'm Up To

This is a big month.

After years of writing, revising, editing, and preparing, **Show Up Like You Mean It: Living, Leading, and Speaking Your Truth** is officially available for pre-order.

🎉 You can learn more about the book, register for the virtual launch party on June 19, and follow the journey at:

The website is live, and we're continuing to build and refine it as we move toward launch day.

To everyone who has encouraged me, shared my posts, responded to these newsletters, and supported this project along the way—thank you.

This book exists because of conversations like the ones we have here every week.

Final Thought

You don't have to be perfect.

You don't have to have all the answers.

You don't have to be everything to everyone.

But you do have a responsibility to think about how you're showing up.

Because whether you realize it or not...

People are experiencing your leadership every day.

So I'll leave you with the same question I asked years ago:

What do people get when they get you?

With appreciation,

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"Everything Begins and Ends with Communication."

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