



Happy Tuesday!

Over the past few weeks, I've had the privilege of speaking with leaders, facilitating workshops, signing books, recording podcasts, and having conversations that have continued long after the event ended.

I've also had the opportunity to hear and read participant feedback from one of my recent leadership workshops.

As I looked through the comments, a few words kept appearing.

- Validated.
- Supported.
- Encouraged.
- Hopeful.
- Reminded.

*One participant even said, "**Impressive.**"*

Don't get me wrong—I appreciate every compliment.

But it wasn't impressive that stayed with me.

It was the other words.

Because those words tell me something much bigger than whether I delivered a good presentation.

*They tell me how people **felt**.*

And that's what leadership is really about.

A Leadership Thought

As leaders, we spend a lot of time thinking about what we need to say.

We prepare for presentations.

We rehearse difficult conversations.

We organize agendas.

We polish PowerPoint slides.

But somewhere along the way, we forget to ask one simple question:
How do people feel after they've been with me?

Do they leave feeling...

- Supported?
- Encouraged?
- Validated?
- Hopeful?

Or...

- Confused?
- Dismissed?
- Overlooked?
- Defeated?

People may not remember every statistic you shared.

They may not remember every point on your agenda.

They probably won't remember every slide.

But they will remember how they felt when they left the room.

That isn't just communication.

That's emotional intelligence.

And that's leadership.

What I've Been Hearing

Something else has been happening over the last few weeks.

*As I've traveled, spoken, and met new leaders, I continue talking about **Show Up Like You Mean It** wherever I go.*

What has surprised me most isn't that people are buying the book.

*It's **why** they're buying it.*

One leader shared that they purchased copies for their entire team and plan to work through the book together over several weeks.

Another told me their leadership team had just been discussing authentic leadership and said the book couldn't have come at a better time.

Those conversations remind me that this book was never meant to sit on a shelf.

It was written to start conversations.

To help leaders communicate more honestly.

To build stronger teams.

To create workplaces where people feel seen, heard, and respected.

That is far more meaningful than simply selling another copy.

From the Book

One of the central messages throughout Show Up Like You Mean It is that authenticity isn't just about being true to yourself.

It's also about how your authenticity impacts other people.

Authentic leaders don't just ask:

"Am I being myself?"

They also ask:

"How are people experiencing me?"

Because authenticity without awareness can become self-centered.

But authenticity combined with emotional intelligence becomes trust.

And trust is the foundation of every healthy team.

Read that last line one more time....

This Week's Reflection

Here's the question I've been asking myself this week.

When people leave a conversation with me...

- How do they feel?
- Do they feel heard?
- Do they feel encouraged?

- Do they feel validated?
- Do they feel challenged—in a healthy way?
- Do they feel hopeful?
- Or do they leave carrying something heavier than when they arrived?

Leadership isn't measured only by what we accomplish.

It's also measured by what people carry away after they've spent time with us.

Action Step

This week, ask someone you trust one simple question:

"How do people typically feel after interacting with me?"

Then...

Listen.

Don't defend.

Don't explain.

Just listen.

You may receive one of the most valuable leadership lessons of the year.

Visual Reminder



"The best feedback isn't about what people learned. It's about how they felt."

Where I'm Showing Up

*This Tuesday evening, I'll be joining **The Happy Entrepreneur Podcast** for a conversation about leadership, authenticity, communication, and the journey behind Show Up Like You Mean It.*

We covered everything from finding your voice as a leader to why authenticity is more than just a buzzword. I can't wait to share the conversation with you.

I'll post the link on my social media channels as soon as the episode goes live!

Who Comes to Mind?

As you read today's newsletter...

Did someone come to mind?

Maybe it's...

- A new leader trying to build confidence.
- A manager navigating difficult conversations.
- Someone who is planning a leadership retreat.
- An HR professional is searching for a keynote speaker.
- A leader who simply needs to be reminded that authenticity is a strength—not a weakness.

If someone came to mind, I'd be honored if you shared this newsletter with them.

Sometimes the best opportunities begin with a simple introduction.

I'd Love to Hear From You

Did today's message resonate with you?

*Simply hit **Reply** and tell me...*

How do you hope people feel after they've spent time with you?

I read every response, and hearing your stories is one of my favorite parts of writing this newsletter.

Book Note

If today's message spoke to you, I encourage you to spend some time with Chapter 2: Leading with Authenticity in my book [Show Up Like You Mean It: Living, Leading, and Speaking Your Truth](#).

Because leadership isn't about impressing people.

It's about helping people leave stronger than they arrived.

Until next Tuesday...

Show up. Do you.

With appreciation,

Paula R Jenkins

paula@lfsconsult.com

Founder, The Live By Example Speaker

"Everything Begins and Ends with Communication."

Newsletter Archives:

Have you missed a newsletter? You can find all past editions here:

👉 [View the Newsletter Archives](#)



Facebook



Twitter



LinkedIn



Youtube



Instagram

LFS Consulting LLC, PO Box 118, Lake Villa, IL 60046

You are receiving this email as you signed up for our newsletters.

Want to change how you receive these emails?

You can [Unsubscribe](#) or [Update your preferences](#)