



Happy Tuesday, \${UD:FIRST_NAME}!

I have spent a lot of years learning about leadership.

I've earned degrees.

I've completed certifications.

I've attended conferences.

I've read more leadership books than I can count.

I've led teams, taught classes, facilitated workshops, coached executives, and spent nearly 20 years in corporate America.

And after all of that, here's one thing I know for sure:

I still have more to learn.

A lot more.

In fact, I think one of the most dangerous things that can happen to a leader is believing that experience means there is nothing left to learn.

There is no graduation ceremony for leadership.

No diploma that says:

Congratulations! You've officially figured out people. 😊

Because just when you think you've got it figured out...

People change.

Teams change.

Workplaces change.

You change.

And good leadership requires us to keep changing, too.

Leadership Lesson: Experience Should Make You Curious, Not Certain

Experience matters.

It gives us perspective.

It helps us recognize patterns.

It allows us to walk into situations with wisdom we simply didn't have earlier in our careers.

But experience can also become a trap.

Because eventually:

"I've seen this before" can become "I already know."

"This has always worked" can become "This is the way we do it."

And "I've been leading for 20 years" can quietly become "What could someone possibly teach me?"

That's when experience stops being an asset and starts becoming an obstacle.

I believe **leadership is a choice**.

And one of the choices we have to make over and over again is whether we're willing to remain students of leadership.

That means being willing to ask questions even when we're the most experienced person in the room.

Being willing to receive feedback we don't particularly enjoy.

Being willing to learn from people younger than us, newer than us, or different from us.

Being willing to say:

"I used to believe this. I've learned something since then."

Changing your mind when you have new information isn't weakness.

Sometimes it's evidence that you're still growing.

Put It Into Practice

This week, I want you to do a quick leadership learning audit.

Ask yourself:

♦ **What have I changed my mind about as a leader in the last year?**

♦ **What leadership skill am I intentionally developing right now?**

♦ **Where might I be relying on experience instead of remaining curious?**

♦ **Who am I learning from who sees leadership differently than I do?**

And here's the uncomfortable one:

♦ **When was the last time feedback caused me to actually change something?**

If you struggle to answer that last question, sit with it for a minute.

Because lifelong learning isn't about how many books we read, conferences we attend, or certifications we collect.

It's about whether what we're learning is changing how we lead.

What's Happening at LFS

One of the things I've been doing lately is taking some of my own advice.

I've been looking closely at LFS—our content, systems, resources, technology, and even how I spend my time—and asking:

Does the way I'm operating today support the business I'm building for tomorrow?

Some answers have been yes.

Some have been no.

And a few have been, "Paula...why are we still doing this?" 😊

That's part of growth.

Sometimes the next level doesn't require adding more.

It requires being willing to examine what you've already built, learn from it, and make a different choice.

I'm doing a lot of that work right now—and I'm excited about where it's leading.

From Show Up Like You Mean It

Authenticity and growth are not opposites.

Being authentic doesn't mean saying:

"This is just who I am."

*It means being honest enough about who you are **right now** to recognize where you still have room to grow.*

That's part of what Show Up Like You Mean It is about.

Living, leading, and speaking your truth doesn't mean becoming a finished version of yourself.

There isn't one.

It means continuing to show up, learn, adjust, and become.

Show Up. Do You.

www.showuplikeyoumeanit.com

In Case You Missed It

*Last week, I shared my **10-Minute Difficult Conversation Prep**—a practical tool to help you get clear on what happened, what needs to be said, and how you want to show up **before you walk into the room**.*

If there's a conversation you've been putting off, start here.

[Download the Difficult Conversation Prep Guide](#)

Visual Reminder



Sometimes the leadership speaker needs to sit in the audience, too. There is always more to learn.

I'd Love to Hear From You

Here's my question for you this week:

What's something you believe about leadership today that you didn't believe five years ago?

Hit reply and tell me.

I'm especially interested in this one because I believe some of our greatest leadership lessons come from realizing:

I don't lead the way I used to—and that's a good thing.

Until next Tuesday, keep learning.

Because you may graduate from a program.

You may earn the title.

You may reach the corner office.

But you never graduate from leadership.

Show Up. Do You.

With appreciation,

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Founder, The Live By Example Speaker

"Everything Begins and Ends with Communication."

P.S. Know someone who would enjoy one honest leadership conversation every Tuesday? Forward this email and invite them to join our Leadership Unscripted community.

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