



THE TALE OF TWO WOLVES

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I once heard an Old Native American Proverb that said, “*There is a battle of two wolves inside us all. One is evil, it is anger, jealousy, greed, resentment, lies, inferiority and ego. The other is good, it is joy, peace, love, hope, humility, kindness, sympathy and truth. The one that wins is the one you feed.*”

I overheard a conversation between some of the attendees at the NYRWA Annual Technical Training Workshop in Lake Placid this past spring. They were discussing what topics they would like to see at our training classes. One gentleman piped up and said he would like to see a class on how to deal with people. He was in a supervisor position and was saying that the hardest part of his job was communicating with his work force. The subject peaked my interest. Several years ago I attended a training class that was entitled, “Managing People”. In this article I thought that I would share with you, “The Boss,” some of the practical advice that I had learned and hope that you too may be able to learn from.

- A good leader is someone who can see the talent in others and knows when it's time to get out of their way. They must share their people's hatred of micromanagement.
- A good leader helps their people realize they have more ability than they think they have so that they consistently do better work than they thought they could.
- A good leader is someone who can take advice and not just give it. They dare to trust their people.
- A good leader is someone who leads by example, not by force.
- A good leader is someone who isn't just concerned about their own career but also concerned about the careers of those they lead.
- A good leader doesn't create followers.....they create more leaders.
- A good leader must be close enough to relate to others but far enough ahead to motivate them.
- A good leader doesn't try to force people into roles that they are not suited for. Rather they allow them to do the work they were born to do.
- A good leader does not consider themselves a good leader. No good boss ever fell from heaven, they became one.
- A good leader doesn't constantly make new rules. Rules can be the handcuffs that prevent the freedom to explore and learn.

- A good leader is willing to make the tough choices.

Sometimes it's not the people you fire that make your life miserable, it's the people you don't.

Over the years I have had the pleasure of working for some good people, present boss included.....“Hi Pat”!!!! (Ok reader, give me a break, I'm trying to get some brownie points here!) On the contrary, I have also worked for some that made my life a living hell. I can remember as a young lad playing little league baseball. I had the privilege of playing center field. On either side of me stood two of my teammates. To this day I can still hear the crack of the bat and see the ball coming my way. At times I would position myself correctly and make the catch, other times I would overrun the ball only to watch it fly over my head. The cries of my “so called” teammate from right field still rings in my ears as he would shout, “What's wrong with you, you should have caught that, you're no good.” When you hear that kind of criticism over and over you tend to start to believe it. Fortunately, I had another teammate on the other side, the left fielder. Ben was an exceptional ball player and a good friend. On those occasions that I fumbled the ball he would say, “Nice try John, don't worry about it, shake it off, you'll get it next time.” The book of proverbs says that the tongue has the power of life and death and those who love it will eat its fruit. Ben spoke words of life, which gave me hope and kept me in the game. As a leader, you too have the power of life and death. Through your example you will either cultivate a sense of good and unity in your people or you will cultivate a sense of hatred and division. A friend once told me that you can't change people, they have to be willing to change themselves. This was good advice. You cannot control how people will respond to you but you can control how you will respond to them. Yours is a difficult task. You have to be willing to overlook offences and rise above them. Stay focused on the task at hand. As time goes on, you will find that your people will begin to respect the person that you are trying to be, even though they may never tell you. Not everyone will respond in a positive way. There will be those that you will not be able to please, no matter what you do. Leave them to their own device and press on. As I said earlier, I have worked for some great people. I would drop everything I was doing and do whatever was necessary for them, simply because they exemplified what a good leader should be. Through your own attitude and actions you will create the atmosphere in which you and your people live and work. Be the best that you can be and let fate take care of the rest. The choice is yours, and remember, the choice you feed is the one that wins. 💧💧