

LEADING WITH CONVICTION BY CAMPBELL FORSYTH

Leadership is often defined by external actions—strategy, decision-making, execution. But beneath that lies the inner game—the mindset, principles, and self-awareness that shape every decision. Leaders who operate without this internal clarity risk reacting to external pressures rather than leading from conviction.

Without a strong inner compass, decision-making becomes reactive. Leaders second-guess themselves, adapt to external expectations, and spend more energy managing perception than making an impact. Strengthening your inner game means aligning actions with core principles and values, not just external demands.

WHERE DO YOU NEED TO SHIFT?

Are you leading from clarity or from reaction?

Many leaders base their decisions on how they think others will react. This leads to hesitation, diluted choices, and a loss of confidence. Leading from self-guided thinking means choosing principles over pressure.

💡 Try This: Next time you hesitate due to anticipated reactions, pause. Ask: What do I believe is the right thing to do for the greater good, regardless of others' responses?

Are you adapting too much in key relationships?

Some relationships pull leaders into pleasing, managing, or deferring—diminishing their own perspective. Whether it's a dominant boss, a demanding client, or an underperforming team, over-adapting erodes leadership impact.

💡 Try This: Identify one relationship where you often sideline your own thinking. What's one small way you can express your viewpoint more clearly this week?

Are you delaying action due to external focus?

Many leaders stall—not because they lack direction, but because they fear pushback. Whether it's ensuring accountability, challenging the status quo, or leaning into conflict, waiting for universal approval leads to inaction.

💡 Try This: Identify one goal you've been postponing due to potential resistance. Ask: *If I weren't worried about reactions, what would I do next?* Then take one small step to test the waters.

Leadership is not just about action it is also about having a clear and well managed inner game. The most effective leaders operate from clarity, not caution. Where in your leadership do you need to shift from external focus to internal conviction?