



# character

a 52-week series about amplifying your  
management & leadership skillset

create

# Perception

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## Overview

If there was one thing I would share about management & leadership...

It would be about **perception**. As manager and leader, even with the best analysis and feedback, at the end of the day, you are left only with your perception of any given situation. This all encompassing point of view, or bias, influences all decisions.

*“We do not see things as they are, but as we are.”*

*Anonymous (Too many claim it)*

### For the week...

- Reflect: List the top ten initiatives at your organization, and consider your perception of each one? How does your point of view influence an overall perception?
- Act: Don't assume another team member's point of view...seek to understand it.
- And maybe you might want to pause in any given moment, zoom out and check your motives before deciding and acting.

Let's be real, **you do not control all things; only how you respond to those things**. There will be times as manager and leader, when we will face a decision where there is no data or second opinion. And you will base a decision to act on no more than a gut feeling flowing from a personal bias. A bias formed by emotion, memory and how you see “the next right thing”.



**To learn more about this series, contact Kurt Reinhart.  
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