



# character

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

create

# Challenge

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## Overview

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

It would be about **challenge**. Not the noun, the verb. Maybe they are the same. The feeling that something is on the other side of a question about action, or belief, or both. It provides the opportunity to test what you believe and how far you will go to stay true to your mission. Sometimes a little tension allows for deeper roots.

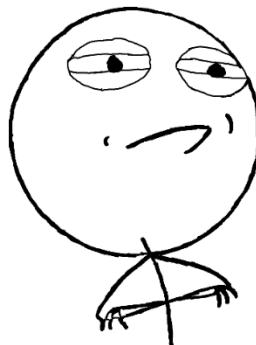
*“The manager accepts the status quo;  
the leader challenges it.”*

*Warren Bennis*

### For the week...

- **Reflect:** Most importantly, define how you perceive “to challenge”? And when you challenge something, anything, what is your style? Is there any gap between what you think it is and what is experienced by others?
- **Act:** Use the definition and brainstorm with your team the open and respectful ways they can challenge you and the organization’s initiatives and efforts.
- And try something a little odd: think of a topic, and challenge it in the mirror. Focus on your facial expressions...what do they tell others?

Let’s be real, **challenging something can be perceived as being antagonistic or defensive**. There can be a fine line between aggressive and assertive. Between passive and pensive. Where do you sit on the scale?



To learn more about this series, contact Kurt Reinhart.  
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