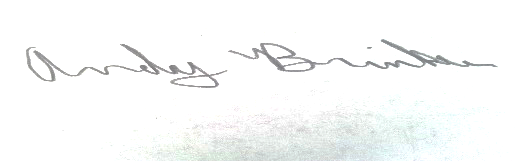
Final Draft

Leadership and Decision Making Guidelines for Journals Antiplagiarism Pledge

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Student Signature



1. The Law of the Lid

I think the Law of the Lid is probably the most useful Law for young people striving to be successful. I pride myself on the skills that I have developed throughout the course of my life, but I need to hone my leadership skills in order to be recognized for my abilities, and to continue to advance in my field. I don’t want something as simple as leadership ability to ever limit what I can accomplish, so mastering The Law of the Lid is something that I’ll be working on consistently until I feel I have mastered it entirely.

1. The Law of the Lid has many ramifications for me personally. One of my goals is to become a successful and respected manager in a large organization. Without respecting this Law, that would be impossible. I feel that the McDonalds example struck home for me because I have an incredible fear of failure, and so I feel strongly that I need to take the appropriate steps to avoid missing out on important lessons in leadership.
2. I scored a 53 on this first evaluation. Though I am happy with the results, I would like to be at a point where I can confidently say that a perfect score is deserved. Most of why I lost points is because I feel that my track record of success, though present, is not long enough and complete enough to justify 3/3 scores. Hopefully in the coming years I will have and seize opportunities to increase my exposure to leadership as well as sharpen my skills.
3. I feel that the Law of the Lid almost exclusively applies to the workplace. I predominantly seek leadership positions in my career and in school, with more importance placed on those in my career. Clearly, leadership skills are very important when advancing in a workplace, and so the Law of the Lid will always be applicable, in any job.
4. Personally I believe that advancing leadership skills will be something that I can work on for the rest of my life. The Law of the Lid will always be something that I can improve on and get more breadth for which my success to grow.
5. The Law of Influence

The Law of Influence is such a simple and common sense Law, but it is probably my favorite (of the 14 I’ve read so far) simply because I find it to be the best combination of necessary, interesting, and infallibly true. There were some interesting myths about leadership in this Chapter, but I think the most important takeaway is that leadership means having influence, and influence isn’t really related to rank. The youngest, lowest rung on the corporate ladder can still have influence and be a leader. This allow seamlessly flows into what was discussed in class about leading from above, and leading from below. Leading from below is a new and intriguing concept to me, and I’m glad that the book has brought it up as well.

1. Personally, I find the Law of Influence to be a better fit as the first Law than the Law of the Lid. I think that this Law really dives into what it means to be a leader, and serves partially as a definition that can be used throughout this book and also throughout any extensive study of leadership. Leaders must be, by definition, influential of their work is to mean anything.
2. My score was a 48. Though I am happy with this score, I feel that I can strive to do better. I feel that I have a good deal of influence over my friends and acquaintances, but I struggle to effortlessly convert strangers to my causes. I feel that this is more important, because working with strangers is a true challenge, whereas working with friends is comparatively easy. This is definitely a Law that I need to dedicate some time and thought to in the present and future.
3. Influencing people in an organization is extraordinarily important as a life skill. As an aspiring future leader and (hopefully) manager in my own right, I take influence over others’ very seriously. Not only is it a huge responsibility, but it requires a great many abilities that are all difficult to hone in tandem. In a work place, influencing others can be the difference between success and possibly losing my job.
4. I have been told by some peers that I can be unapproachable and intimidating. I work very hard at being friendly and accepting, and I think that will show in the next few years of my development. I really need to focus on smiling more. That’s something that really stood out to me in Greg’s class. Smiling is so simple, but so welcoming and it makes a world of difference in interpersonal interactions.
5. The Law of Process

The Law of Process seems a little self-explanatory, but has deep, and far reaching implications. In order to be a good leader, you must grow through a process, and also trust in that process. Personally I believe (and I think Maxwell agrees) that a leader is not born, nor is he/she created overnight. Leadership comes with confidence, experience, and exposure. Most importantly a good leader must be willing to learn from this process and accept continual growth.

1. Personally I feel that everyone is smack in the middle of the Law of Process wherever they may be in their leadership advancement. It isn’t always easy for me, but I try to always trust the process. I remember on a leadership retreat that I attended the facilitators constantly said to “Trust the process” because sometimes growing as a leader is awkward and requires vulnerability. In that respect, I suppose to become a better leader requires that sometimes I “Do it scared.”
2. I scored a 45 out of 60 on this evaluation. That is my lowest score so far, and I think I know exactly why. I feel that I have decent leadership skills, but I never really force myself to articulate and reason out what precisely “works” in my leadership style. Coincidentally, I’m also unaware of what doesn’t work. This means that I will have difficulty improving upon my weaknesses, because I do not consciously recognize them.
3. I feel that the biggest takeaway from this Law is in the principles that make it up. Convincing others to trust in the process is a part of getting them to trust me as a leader. Accomplishing that in a work place environment would be both commendable and expected as a leader. I think that as a leader, getting others to trust in my process, and in my brand is probably the most important thing that can be worked toward as a leader.

1. As with all of the Laws, there is always room for improvement. For me personally, I think that I really need to work on getting people to trust me. I am a very trustworthy, honest, and authentic person. That being said, it often seems that people take a lot of time to develop their trust in me, and I would like to find ways to expedite that process. This is certainly something that I’ll be looking into in the near future.

1. The Law of Navigation

The Law of Navigation is another surprisingly simple Law. People expect a leader to know where they’re going. Blind followers are useless, as are blind leaders. Critical thinkers will expect their leader to have a plan. Which brings me to the second part of this law: planning. Leaders must have a plan in order to be successful. This will require hard work and forethought. Great leaders build confidence, and having a plan really helps with that.

1. For me personally this law speaks volumes about purpose. If a leader is not a navigator, then what is their purpose? As an aspiring leader I fell that it is my responsibility to develop plans in leadership situations to help both my own and my team’s success to be ensured. This requires planning, but even just a little bit of prior research has been shown to pay countless dividends to leaders. As the Boy Scouts so simply put it, Be Prepared.
2. I score myself a 40/60 on this Law. For all intents and purposes, I gave myself a 2 on each question. The reason being that planning and clear, concise decisions were a recurring theme. I tend to wing things more than I plan them out. Though I know this, I don’t think I’ve ever thought about how detrimental it has been to my leadership ability. Things that I don’t plan tend to work out, but I wonder if my lacking of planning adversely affects the amount of trust that my team has in me from the ground up.
3. As a leader in the workplace, I can only begin to fathom how important the Law of Navigation is both as an individual with goals, and also to achieve company goals. Having a set plan, written down is necessary in order to garner team trust and respect.
4. For me personally I probably need to work on this law more than any other. I am a good planner, but I often neglect planning in general. For example, when I lay out my schedule for the week I do an excellent job. However, I only actually make a schedule about half of the time. This is definitely a part of my leadership that is limiting my abilities to succeed.
5. The Law of Addition

The Law of Addition is all about teamwork. In order to be an exceptional leader, you must add value to your team. Life isn’t about soaring to the top, it’s about taking other people to the top with you. Adding value to other peoples’ lives and efforts is priceless when it comes to gaining their loyalty and trust. If you can prove to a team that you value what they think and work for, then they will respect you and willingly follow.

1. I have experienced leadership styles that focus strongly on the Law of Addition, and I have also had managers and leaders in my life that could not possible have ever heard of it. As a young follower and aspiring leader, I despised people who did not appreciate their team’s work. To me, that is not only a sign of a poor leader, but at its very core it is disrespectful to the individuals. Expressing gratitude for hard work and also simply listening to a team and congratulating them is important beyond compare in my opinion.
2. I scored myself a 55/60 on this evaluation. I feel that adding value is something that I excel at in most aspects of my life. I try to live my life in such a way that I can make a real difference. This means that the Law of Addition basically governs my life. I work hard to have meaningful information (this is why I love engineering) and not to waste time. I think that the people around me recognize this and that it is a strength for my leadership skill set.
3. In the work place this has to be one of the most important laws. During my first co-op, I worked for a company whose catchphrase was “Value Added Chemicals.” Everything that we did was to take in resources, add value to them through processes, and then export them for profit. This is exactly what I want to do as a leader. I want to be able to take the skills that people come to me with and help them to grow and thrive as individuals. I want to add value to peoples’ lives in any way that I can.
4. Personally, just as with the Law of Navigation, I need to work on my planning skills. Planning can allow me to exponentially increase my addition of value to my organization and to my team. This has been a recurring theme throughout my journal, so it is quite clear that I have some work to do.
5. The Law of Solid Ground

The Law of Solid Ground is a little bit more obscure than the first 5 Laws, but I find it to be just as important. Solid ground refers to trust. In order to have a big building, one needs a foundation built on solid ground. In turn, to have a successful team that respects their leader, that team must be built around trust. A leader should be held responsible not only for building trust between himself and his team, but also for fostering an environment where team members can trust each other. This means creating a safe environment, where each individual must take responsibility for their actions; both success and failures.

1. I pride myself on being trustworthy, so in that respect I feel I have this law pretty well covered. However, I often struggle to truly own up to my mistakes. I see this as a very serious flaw in myself, and I work every opportunity that I get to work on improving. When a leader owns up to their mistake, I know that their team has no choice but to respect that he was authentic and honest. I need to always remember that there is no weakness in failure, but there’s weakness in hiding it.
2. I scored myself a 47/50. I feel that I am a very trustworthy person, but I struggle to trust others and especially so in social/public situations. I find people to be very unpredictable in social situations, and that scares me so I struggle to trust even close friends. This feeling does not seem to be reciprocated as many people have demonstrated extreme trust in me in a myriad of situations.
3. In the workplace there is nothing more important as a leader than trust. For me personally I will need to develop the ability to trust my team more so that I can avoid becoming a micromanager. I will also continue to grow my abilities to demonstrate my trustworthiness.
4. There is always room for improvement. Though I believe I am completely trustworthy, I think that I can work on ways to better present myself so as to gain trust quicker from those who may not yet understand me and my leadership style. As stated above I also need to learn to trust others more so that I can be an effective delegator.
5. The Law of Respect

The Law of Respect is a mixture of many of the above Laws all added together to kind of create a comprehensive summary. People will naturally gravitate towards following the strongest leader in a group. This is done out of respect for the person, trust that they know where they are going, and for their own personal gain. Following a strong leader is a great way to improve your own leadership skills by simply watching and learning. As Couch Tuberville said, listening is far more important than speaking.

1. For me personally this is the quintessential law to describe a good leader. In order to be a leader, I have to be more skilled, respected, trustworthy, and authentic. Without these things, I would be left behind and someone better will no doubt become the leader of a team. People will seek out who is the best person for the job, and I want to work hard and dedicate myself to being the best. Not only for my gain, but also, and mostly, to add value to the efforts of those around me.
2. 55/60. Respect is something that is very important to me as a leader, but even more so as a person. I rank well on this because I admire respected and respectful people alike. I do my best to emulate their behavior and style to grow my own skills. I think one of the most important parts of this is confrontation. Confronting a team member who is not pulling their own weight should be done out of respect for them, because they have found themselves in a negative situation that needs addressing. I really like the idea of constructive, respectful criticism for the good of the group.
3. This law applies to the work place in some very easy ways. Basically, as a good leader, I need to be the type of person that is universally respected, and also has the utmost respect for the people that I work with. To me, I feel that respecting the people that I work with is quite easy. Everyone I meet immediately has my trust, and it is theirs’ to lose. I have found success with this method.
4. For me personally, I really feel that I have a handle on this law. I believe that I could definitely improve on the way that I confront low-performers. I am often either too harsh or far too easy on people who simply need to be told that they are not achieving to the level that I expect. Finding that sweet spot of the right amount of guidance will be something that I can work on improving.
5. The Law of Intuition

Leaders have to be readers. Namely leaders have to be able to read trends, situations, and people. Not everything is black and white, so a good leader has to be able to pick up the vibes of his team and the situation. If morale is high than maybe the leader can boost it through the roof, and if it’s low than perhaps he can correct. In order to do either of those things, he must first recognize what exactly is happening. Simply put, a good leader can walk into a room and intuitively sense the mood and adapt to that mood accordingly either to fix it or bolster it.

1. I have always had naturally good intuitive reasoning skills and I have an immense amount of trust in my “gut feelings.” That being said, I think that it is extremely important to stay vigilant and constantly monitor the feelings of a team. If just one individual is feeling down, it can poison the entire team’s work. I feel as a leader that I am responsible for locating these circumstances and handling them swiftly.
2. 48/60. I make most of my decisions based off of gut feelings because a great deal of them are time sensitive and do not allow for careful analysis of data. The only reason I didn’t score higher is that I don’t have undying confidence in my gut decisions. I doubt myself quite a bit when making decisions that don’t have a clear answer and require a leap of faith.
3. In the workplace, I think leaders have to be very careful with this Law. Though intuition is important, it is very difficult to logically defend in most scenarios, and factual evidence can often be acquired to base a decision off of when in need. I would avoid using my intuition when at all possible, even though I have a decent amount of trust in it at this time.
4. Personally, maybe I need to develop a greater level of trust in my own skills as an intuitive decision maker. I think there is certainly a balance to be struck between reason and intuition that can create an insanely good leader. To me this almost seems like a relationship between risk and reward. I want to mitigate my risk by making logical decisions, but sometimes I need to take a risk and let it pay off.
5. The Law of Magnetism

In this case, opposites do not attract. A leader attracts people with common factors. A strong leader will attract strong people, or maybe just people with similar passions and similar ideas. In this respect, iron sharpens iron. The better a leader becomes, the higher caliber of people they will attract. This cycle will no doubt feed on itself and, with appropriate care, foster into exponential growth.

1. I believe that this Law is a bit of a double edged sword. Though attracting stronger people is great, it can create challenges to authority that require a very strong leader with a strong personality in order to maintain order and clear direction. Also, having a team full of people like me would be the worst team in the world. In order to be truly successful I feel that a team needs to be made up of different individuals who complement each other’s’ skill sets.
2. 40/60. I have some very clear issues with the Law of Magnetism. Though I certainly attract people to my cause, they are often not of the caliber that I would like to have on my team. Also, I feel that this law requires a level of optimism that I simply do not possess in my personality at this time. There’s a lot of room for improvement with this law.
3. In the workplace I see this Law as being very important regarding “office politics.” Though schisms in the company should always be avoided, when one occurs it sure is nice to have people that stand by me. I would imagine that being a charismatic, strong leader will allow me to gather a group of skilled individuals quickly.
4. I think that I need to improve the caliber of my leadership and especially attitude in order to attract higher level people to join my efforts. I also think that I often become too task oriented, and spend too little time working with my people and socializing so as to attract others with my kindness. I often get caught up in my drive for success, and lose the journey in my pursuit of the goal.
5. The Law of Connection

To describe this Law, I love the quote “People don’t care how much you know until they know how much you care.” This small little jewel of knowledge is so vastly important. People want to feel like a part of something bigger, they want to feel connected. It is a leader’s responsibility to make sure that everyone has some degree of “buy in.” That is, they have to feel valuable. Accomplishing this is so easy, and yet so easy to overlook. Even something as simple as greeting people when they come in to work can foster connections that spur on hard work and dedication to the group’s effort.

1. Personally the Law of Connection is something that I feel I am quite good at. I love meeting new people and bringing them on to my team. I always try to say hi to people I know simply for maintaining connections and making them feel appreciated. I have personally seen that when people feel connected to their leader, they work much harder and care more about their work than if they’re just doing something because they have to in order to keep their job or spot on a team.
2. 49/60. I have always been proud of my ability to empathize, which is a big part of this law. However, as I discussed earlier in the Law of Solid Ground entry, I struggle to trust others readily. This no doubt impacts my ability to connect, as I’m sure that they can sense my lack of trust for them (though I try to hide it, let’s face it). So trusting in others has really come to light as something that I need to develop a little bit more in both my personal life and my leadership skill set.
3. I think maintaining and creating connections within an organization is more important than I can express. The famous saying “it is who you know, not what you know” has proven to be true even in my career. Several of my friends have gotten coop offers and later jobs simply because they knew someone in the organization who could put in a good word for them. Connections outside of work also seem to be extraordinarily important. Having the opportunity to meet important leaders through this class has been more of a gift than anything I could ever learn from a book or in a traditional classroom.
4. For me personally I really feel that trust in others is the biggest thing for me to work on with respect to connections. I’m good at meeting people and making myself available, but when it comes to really having a bond and trusting in a team member I struggle. The majority of people that I work with, I don’t really count on them doing their jobs. Essentially, I only count something as being done once I see its done, I don’t let myself take someone’s word for it. This is something that I need to work on because I’m sure my coworkers can sense it.
5. The Law of the Inner Circle

Every great leader has an inner circle. A strong inner circle is crucial as a leader, and as a person in life. These are people that you can go to with problems, and you can trust in their confidentiality, as well as their ability to help you. Your inner circle should be made up of people from different walks of life with different skill sets. These people need to help fill in gaps that may exist in your leadership as well as your technical abilities. The give the incredible gift of varying perspectives.

1. I feel extraordinarily lucky to have an inner circle. I have people in my family, and also my friend groups in school that I can go to about anything. I can get experienced perspectives as well as perspectives from peers struggling through similar problems to my own. These people serve as sounding boards and also as guides to help me make educated and wise decisions both in leadership and in all other aspects of life.
2. 55/60. I take my inner circle very seriously. I know that I would be able to accomplish very little on my own, and with them I feel like I can do so much more with my time and efforts. My circle is extremely close to me as well as to each other, and we come from a variety of backgrounds and experiences that complement each other. One of the most important parts of my circle is that we, as a group, keep each other’s egos in check. It’s nice to be put in my place every once in a while just to remember that we’re all equals.
3. No one in my workplace is yet a part of my inner circle, but I hope to include them. Regardless, having the inner circle that I do now is still invaluable to my career. I can bounce ideas off of my inner circle, and even get them to help me with simple things like reading over an important email to my boss. Though most of these things seem insignificant in the big picture, without the help of my inner circle my life would be much more difficult.
4. I think the biggest way that I can improve with my inner circle is to meet with them more often. Though we’re all very close, some of my friends are attending different universities and so I do not physically interact with them often. I think that I need to make that a priority to better maintain my relationships with people so close to me.
5. The Law of Empowerment

This law is personified in our last speaker, Coach Tuberville. Exceptional leaders give away their power through delegation. Truly confident individuals have no issue handing out power to those they trust in order to better accomplish a task. Delegation is a sign of a good leader because it shows not only trust in a team, but the confidence to but their money where their mouth is in order to succeed in an endeavor. Coach Tuberville spoke at length about delegating responsibility. He also touched on an equaling important concept, which is responsibility. He spoke of holding those close to him accountable for both successes and failures which is an incredibly important part of leadership.

1. Throughout my experiences I have always enjoyed taking on additional responsibility. I feel most at home when there is an opportunity to prove myself. Conversely, if there is no real responsibility delegated to me, I tend to feel unwanted and unappreciated. I like to see that I am trusted by the leaders in my life, and if they don’t give me responsibility then I confront them to see where the issue is in their minds. Sometimes it is simply that they feel I am underperforming, which is absolutely fine by me. As long as there is an open dialogue, I can work to improve wherever I am lacking. A good leader must have good communication skills, and I have found that to also be important when leading. In order to delegate responsibility effectively, clear communication is key.
2. My score for this last Law is a 45/60. There are a few things for me to work on, but in general I’m happy with my ability to delegate responsibility, and give others opportunities for growth. I think what’s really holding me back is that I have a tendency when things get tough to look out for myself and my team instead of just my team. This can get in the way of advancement and even has radial effects on many other laws listed above.
3. As Coach Tuberville discussed, delegation of tasks and responsibilities is an incredibly important part of being a leader. In the workplace I think that this is the most measureable leadership skill that I can demonstrate. A lot of people judge leadership purely on ability to delegate. Which though I know that isn’t true, it’s important that people at my company see me as a leader and so this is a very important skill.
4. I can definitely improve upon how I handle the Law of Empowerment in stressful situations. When everything is going well, I think I do a really good job empowering those around me. But when I get stressed out or start to panic I lose faith in my team and start to just do things myself. This is both unhelpful and useless. So I will be taking steps to correct this behavior such as putting myself in stressful situations and attempting to mitigate my current attitude into being more helpful and understanding of team members and what they need to succeed.
5. The Law of the Picture

The Law of the Picture is all about public relations as a leader. A good leader must walk the walk, and speak through his/her actions. Part of this comes back to “always being on” because someone is almost always watching, and it is important to be genuine in order to protect a leader’s personal brand. A large part of this law is also simply to avoid being a hypocrite. People will not follow a leader who does something, and then tells others not to do the exact same thing. A leader cannot be above their own rules, and must work diligently to avoid even the perception of unfairness. In short, a leader must create a true and genuine picture of him/herself to show their team and anyone else who might happen to look their way.

1. To me personally the Law of the Picture means being authentic. People will see the picture that I choose to paint of myself, but if it isn’t the real picture, they will find out and lose trust in me. That means that as a leader, I have to paint an accurate picture that helps to define who I am and why I do what I do as a person in leadership roles. This is something that I do fairly well, but that I can certainly work to improve.
2. I scored a 54/60 for this law. I do very well presenting my vision and my mission to people in my team, so I think that my score reflects that. Where I lost points was in the “walking the walk” type of questions. I struggle with being on all the time, and I tend to slack off when I think no one is looking. That hurts me as a worker and even more so as a leader. I think this is one of the more important laws for success in management and building trust, so this will get special attention for me to perfect.
3. Though I think this law can be applied to many situations, Mr. Evey really seemed to hit home during his discussion. I got the feeling that he took a genuine interest in all of his workers understanding the end goal, and showing them by example how important their work truly was to the American people. He came in early, and he paid special attention to everyone. That paints a picture for those on his team that he is a hard worker, and that he expects the same from them. I admire how well he executed this law.
4. The biggest way that I can improve upon my use of this law is to redouble my own personal efforts in life. I struggle to stay motivated, and at times that negatively affects my team. I hate the rippling effect that my attitude has when I’m not motivated, and other people around me can see how drastically it hurts the entire group. So, I need to work on improving my attitude, never showing a “down” side of myself to my team, and working to keep everyone working. The flip side, as a leader, I believe that I need to work harder than everyone around me so that I can lead by example.
5. The Law of Buy-In

The Law of Buy-In essentially says that people have to believe in the leader as an individual before they will even consider working towards a cause for that individual. The leader must strive to be welcoming and trustworthy, but also act as a sort of magnet to attract varying skill sets to his/her cause. That being said the leader cannot just act as a magnet, because they must also retain good workers to further their cause. This type of retention requires authentic leadership that simply cannot be faked. The type of leadership must be passionate, and strong so that it literally overflows to other people and drives them to work towards a common goal.

1. From my personal experience, I’ve found that people are certainly more likely to follow a good leader, but anyone with a great cause will attract at least some attention. Certainly, lack of leadership skills will put a lid on the capacity of the project, but buy-in to the leader I don’t think is quite as necessary as Maxwell dictates. That being said, mastering this law can only improve results as a leader trying to start something significant with a group of people, and especially strangers.

1. I scored a 49/60 for this law. Which, though I think can certainly be improved upon, I must say it ranks fairly low on laws that I see as necessary to my success. I scored moderately well because I believe I am good at attracting people to my causes through my personality and public speaking skills. I lost points because I do not feel that as a leader, people have a need to buy in to me as an individual if they strongly believe in what I’m working towards.
2. In some situations, I can see how buy-in is crucial to a project’s success. In the case of Million Dollar Arm, the Indian men coming to the US couldn’t simply have believed in the program. They must have seen something in JB Bernstein that they felt could be trusted. The only time that I may have applied this law is when I call in personal favors from friends because I suppose they don’t really care why I need their help, they help me because they trust (buy-in) to me as a person.
3. Maybe the best place for me to improve is to buy-in a little bit more into Maxwell regarding this law. I have strongly agreed with all of his other laws, so perhaps I’m just missing the boat here and not fully recognizing the usefulness. I think the first step in that process will be to start looking at the types of people I follow, and my friends follow, and try to decipher why I like working for them and what motivation they actually give. I feel I work for the cause, but perhaps I started out buying in to the leader. This is something that I think is worth my time to investigate.
4. The Law of Victory

To a good leader, victory is the only acceptable end result. Every measure must be taken in order to ensure total victory and absolute success. Settling for anything less is failure, which is always unacceptable. To accomplish this, undying passion and meticulous planning is necessary. To set themselves up for success, leaders seek to build a diverse team, and unify them under a common goal and one vision. Once this has been accomplished the leader must be like a good coach, and rise his/her players up to their fullest potential.

1. To me, the Law of Victory is all about success. Without success, one cannot say they are a good leader, and with it, they must be doing something right. I have found that my success rate seems to be significantly higher when I am in an activity where I do not even fathom failing. My team seems to build momentum, and our group mindset drives the entire team forward exponentially better than when fear and worry weigh us down. The Law of Victory is all about motivation, and I think to be a good leader, I must be an excellent motivator.
2. I scored a 55/60 for this law. I’m happy with this result because I think this is the most quintessential law to results-driven leadership. This law focuses on getting things down, and having an attitude that lends itself to the end goal in an infectious way. Always try to motivate others, and with that comes The Law of Addition that really seems to help people succeed in an exponential fashion. As mentioned above, when people start motivating each other in a cyclical relationship, momentum is created that can carry a team to victory very readily.
3. The Law of Victory is hard to bring up specific examples for, but I think it is obvious that when a team does not see failure as an option, victory is much easier to achieve. I know that when I’ve been in a situation where I knew that failure would reflect poorly on my boss on co-op, I was extra careful about crossing my t’s and dotting my I’s because failure was not an option. It gave me just a little bit more motivation to be organized and prepared for success to be the only possible outcome.
4. Though in my opinion I do pretty well with this already, there is always room for improvement. I think a good place to research this would be in reading some autobiographies of successful military commanders (recommendation by Coach Tuberville). The men and women who have been in combat situations know that failure is not an option, because it may very well mean death. I think that studying that extreme case will help me to understand how to better motivate members of my team when I am in a leadership position.
5. The Law of the Big Mo

Momentum is a leader’s best friend. Momentum is what is built by a leader to motivate his/her team and take them to the next level when things are looking up, and help them push through obstacles when problems arise. The Law of Momentum is all about harnessing this insanely useful tool to be used as motivation when everything is good, and as a driving force to push a team when nothing seems to be going right.

1. The Law of the Big Mo is one that I have seen in action many times. It is often easiest to be seen when it is used incorrectly. For example, I was on a team on co-op where momentum was good, and then was rapidly lost by a major setback. My team’s leader did nothing to encourage the team, and simply let all of the previous momentum die. This was a huge missed opportunity to showcase his abilities, and also to accomplish our task. Instead, we simply trudged through our project with lackluster results.
2. 47/60 was my score for this law. I think I tend to do very well motivating people, and also maintaining high levels of motivation. The place where I struggle is when there is a devastating setback and all momentum is lost. In that situation I too tend to become discouraged and find it difficult to build up momentum and positivity in others. For example, on Adventure Outpost during our river crossing activity, I struggled with staying positive after we immediately lost our first turtle.
3. I think that throughout my life I have constantly been witness to the effects that momentum has on a team. One thing that is a little bit harder to see is how leaders are able to create momentum. According to Maxwell, momentum comes from vision, and then passion. I think this is true because when I have worked with very passionate leaders, they seem to be able to better motivate me and build momentum.
4. The biggest issue that I have with momentum is regaining it once I’ve lost it. I think that in general that is probably the hardest thing to do with regard to this law, so I suppose the difficulty is in trying to fix my deficiency. I think a great first step is to possibly read some leadership books with more of a focus on momentum. Another thing that I will definitely do is continue to keep this journal and study how other leaders build momentum after it seems that they have lost it.
5. The Law of Priorities

The Law of Priorities is pretty self-explanatory. A leader must be able to prioritize if they want to be successful. A leader must be able to gauge what is the most important thing to do, and also he/she must be able to delegate effectively so that the best people for the job are on the highest priority problems.

1. The Law of Priorities to me is quite simple. Important things get done first. This is something that we have all been taught for years, but somehow people in very high leadership positions seem to forget the basics. Leaders must look for the highest return on investment, and also remember that the top 20% of tasks are equal to the bottom 80%.
2. 45/60 was my score for this law. I think I do alright prioritizing, but there are definitely certain situations in which I struggle to decide where I spread my resources. Though the Law of Priorities is not my top priority to work on improving (ironic) it is something that I think I can work on in the future and that will positively affect my leadership skills.
3. Two people in my life that I should pay more attention to when it comes to prioritizing are my parents. They both do an excellent job prioritizing their entire lives, and I think I can learn a great deal if I simply start paying attention. If I start to actually make a conscious effort to observe successful people in my life, I think I can master prioritization and who knows how many other useful skills.
4. Prioritizing isn’t something that I have major difficulties with, but I think I can do better. I will attempt to observe other people who are good prioritizers and learn good habits from them while attempting to modify my own behavior accordingly. I’m not quite sure how I can set a goal or anything like that, because I feel much of prioritizing is based off of gut feeling, which is hard to measure and quantify.
5. The Law of Sacrifice

Sacrifice is inherently necessary to have in good leaders. Mainly time must be sacrificed to be a good leader. As a leader moves up in an organization, more sacrifices must be made. More time must be spent, more stress must be carried, and more responsibility must be dealt with. None of these things are what any individual wants, but they are a cost of leadership and a cost of advancement that must be paid in order to garner respect, and become a successful leader in one’s own right.

1. Personally the simplest way that the Law of Sacrifice can be seen and therefore demonstrated, is by getting to work early. Most good leaders that I know arrive at work before their employees. I know that Steven Ayers and Lee Evey both mentioned getting to work early and staying late. Neither one of them loved to do that, but they knew that they had to, and that it sent a message to their teams that they cared enough to make sacrifices. I would also venture to say that their bosses notice it as well and that it reflects well on them.

1. 57/60 was my score for this law. I am often willing to sacrifice my own time, talent, and treasure for the good of a group. I worked over 100 hours of overtime on my first co-op because things were very busy and I felt that I should be there to work. Though I wasn’t in a leadership position, I like to think that my sacrifices helped to motivate others in the organization.
2. While on co-op I noticed that many higher executives garnered a lot of respect for being the first ones in in the morning, and the last ones to leave at night. People appreciate sacrifices, especially from leadership. Conversely, I noticed that one individual in particular was strongly disliked, and he never put in a minute over 8 hours. I have to believe that likeability shared a direct relation with sacrifices made for the team.
3. I think that one of the biggest things that I can work on is sacrificing less. I can work too much and give too much, so that later in the week I’m exhausted and less productive. This doesn’t help anyone, and I think that it is definitely something that I need to stay mindful of in the future. It isn’t helpful for me to burn myself out on Monday only to let my team down on Friday afternoon.
4. The Law of Timing

The Law of Timing basically states that timing is everything. With a perfect idea, a good leader, and a strong team, everything will fail if the timing is wrong. In order to make sure that timing is good, experience and intuition must be balanced with preparation and tempered with a willingness to strike when the opportunity arises. If a leader can appropriately manage these things, then they can time movements and power plays masterfully to boost their leadership ability and future successes.

1. It’s difficult to discuss the Law of Timing because the importance of timing has been ingrained in me from a very early age. Timing is extraordinarily important in any form of aggressive or defensive movement. Be that financial, political, or in the realm of private corporations. I suppose the true difficulty is not in understanding timing, but rather in timing things appropriately.

1. 46/60 was my score for this law. I lack the experience and maturity to make exceptionally timed decisions. However, I have always trusted my gut, and I try to surround myself with more experienced people who can council me to good choices. I think that with time, my timing will get better simply because I will be more exposed to the process and a little bit less childish as I get older.
2. I can’t say that I’ve ever noticed when someone’s timing as a leader was exceptional, but I have noticed when leaders have bad timing. There were several times that I would hear people on co-op upset about how few hours they were getting to work, and then not an hour later an executive would send out an email saying that we were hiring to cut back on hours. Not that cutting back on hours is bad, but the timing was often horrible. This definitely affected morale in the organization, and caused the average worker to feel that management didn’t care about them, which eliminated all passion to come to work in the morning. One thing that I can say about timing, is that Junior Achievement came at a perfect time in our class. Right when everyone was getting excited about implementing the 21 Laws, we were handed an opportunity to test them out while helping students.
3. The best way that I can improve my timing as a leader in the future is to get more experience. This can be done through my own leadership experiences, but I also think I can learn by watching others and questioning them about their own experiences. For example, looking back at my notes I can see that Lee Evey was a master of time management. Seeking out people in the construction industry would probably be a good idea, as timing dictates most of their jobs.
4. The Law of Explosive Growth

The Law of Explosive Growth is almost like the Law of Addition, but in the specialized case of creating leaders. If a leader attracts followers but never develops new leaders, than he/she can only impact those directly in contact with the leader. If the leader can help create new leaders, then that has an exponential effect that can skyrocket an organization to do things that might not have even seemed possible before.

1. To me personally this speaks to servant leadership. As a servant leader, I strive not only to succeed in my own right, but also to build up the people around me. Leaders who are confidant delegate responsibility and provide opportunities for people in their team to advance. This law is all about seeing the return on a leader’s investment in people to grow and become leaders themselves.

1. 52/60 was my score for this law. I think I do well verbally encouraging others in both a public and one-on-one basis. Where I seem to struggle is in actively striving to create new leaders in my group, and I think that stems from a fear of creating a schism in the group because it appears that I’ve somehow picked favorites. I’m not trying to say that letting that fear hold me back is okay, but I think that it is worth acknowledging.
2. In my first job as a lifeguard I personally had a manager who told me that he wanted me on his Leadership Team and had begun to foster me into his program for supervisors. He was able to impact far more people by helping me to become a supervisor because I wasn’t hated by the other lifeguards and so he was able to essentially use me to exert influence. Though he wasn’t my favorite manager, he used this law quite well on a few occasions.
3. The best way for me to improve in my application of this law is to be a clear and intentional leader who strives to create leaders. Though I’m all for helping the people around me to grow, I have not been intentional about it in the past. Making a clear vision statement, and writing down my plan should be enough of a start to take me to the next level in helping my team to develop into leaders.
4. The Law of Legacy

The Law of Legacy is all about what a leader leaves behind. No one will particularly care about the small achievements made by one person, but if that person can motivate others to carry on a cause, then a legacy is created that lives on inside of people who the leader invested in to help an organization succeed.

1. To me personally I think the Law of Legacy can be summed up by saying live a life made for a eulogy, not a resume. It doesn’t matter what an individual accomplishes in their lives as a business person or an engineer. What matters is how that person made others feel, and who they were able to inspire. Also, a good leader should have increased the quality of life of those around them in some way.
2. 47/60 was my score for this law. I think that I live my life very much so in the moment, and arrange my lifestyle around creating a comfortable (short term) future. I have put very little thought into what people will say about me after I die, but I must also say that I feel much of a person’s legacy comes from things that they’ve accomplished and I believe that I’m still extraordinarily young to leave much of a legacy other than an emotional one.
3. I suppose that one of the best ways that I saw this Law applied and in action was on co-op. About half way through my first co-op semester, one of the people I worked for retired, but his legacy lived on. He is still constantly talked about due to his sense of humor and love for life. He certainly established a legacy in our office, and I think it must be due to how he treated those around him
4. There a few things that I can improve upon in my understanding and implementation of this law. The first and foremost is living my life in such a way that I will be happy what people say about me when I’m gone. That being said, I feel that pleasing the people around me is not necessarily what makes me a good leader. So, keeping people happy and being friendly while meeting all of my goals and running a tight ship, is something that I’m not sure I’ll be able to do at this point in my life. In order to improve on this, I will ask around about this point of growth to people that I trust in leadership positions. My father would be a good place to start as he is quite successful and has an excellent rapport with his team.

SPEAKER DISCUSSION

Coach Tommy Tuberville

I genuinely enjoyed listening to Coach Tuberville speak. I think his experiences are well worth our class time to listen to in order to facilitate growth among our class. To me the most interesting part of the lecture was Coach’s reading recommendations. I have read several presidential biographies and autobiographies, and I also find them to be excellent resources. I have not read up on many generals, but that’s something that I think I’ll be doing in the very near future.

Santa Ono

President Ono was a much anticipated speaker, and he did not disappoint. I spoke about Japan, America, his own personal obstacles growing up, science, medicine, religion, and how all of those things tie into his leadership. One unique thing about Ono’s talk was that he seemed very motivated by faith in his leadership. All of the leaders that came and spoke to us were servant leaders, but none of them listed religion as a motivation. I found that to be interesting because it never really occurred to me how many different reasons people have for doing the same thing. That is, leading through service to others. Santa Ono is an incredible leader, but I think the law that he has truly owned is Big Mo. Ono has brought momentum to UC, and he hasn’t ever really lost it in the last 5 whole years. That’s absolutely exceptional, and I’m proud that he represents our university.

Steven Ayers- Architect of the Capital

Steven Ayers was one of my favorite speakers. I was previously unaware that the Architect of the Capital even existed, and I found his entire discussion to be very informative. I also really enjoyed that he talked about how he is an introvert, and how he has learned to be a leader and recognize his own personal limitations. Steven Ayers truly seemed to use most of the Laws listed above, but I would say he is a master of the Inner Circle and also Legacy. He spoke at length about trusting the 17 or so people who reported to him, and leaning on them for guidance. I also said that he wanted is legacy to be the work that those people do after he is long gone. I absolutely love that statement.

Lee Evey- Pentagon Renovation “Project Phoenix”

Mr. Evey gave the most touching (and longest) lecture that I’ve ever heard. I love how much he cares about everything that he does, and it shows that such raw emotion has an impact on his professional good standing. He is an awesome motivator, an empathizer, and a strong project manager. Lee Evey managed a multi-million dollar project with thousands of people, and he did it ahead of schedule and under budget. Not only that, but by all accounts he is extremely well liked. Mr. Evey embodied the type of leader that I one day hope to be like.

J.B. Bernstein

J.B. Bernstein is an inspiration. He graduated from college very earlier, he worked for some prestigious companies, and he has managed some of the world’s most successful athletes. He is a creative innovator, who seems will stop at nothing to attain his dreams. That being said, he has a strong moral compass, and ethical lines that he will not cross. He seems to be a true leader in that people will follow him around the world because they trust in him as a person. JB Bernstein gains trust immediately, and his resume is irrefutable. Listening to him speak on leadership and his journey was a priceless experience.

Financial Advising

Ron and Steve coming in to talk about finances with us was very interesting. I have a passion for investing, and I really enjoyed listening to experts explain some concepts to our class. I also appreciated that though they spoke in general terms, I think they did their best to answer questions. Financial decisions are so dependent on each individual case, and it can be very difficult to give advice to an entire class unless it is very broad and general advice. They are both very successful business men, and I really appreciated their time and effort.

Dr. Chef Jeff Kastner

Dr. Kastner spoke on a myriad of topics, but what I truly enjoyed was that he conveyed a passion for everything that he does. Jeff Kastner has a passion for learning that spans music, athletics, hobbies, and professions. It is clear that he intends to better himself with each passing year. Also, Chef Jeff has a passion for teaching. Having now personally been in two of his classes, it is abundantly clear that he is striving to be the best teacher that he can, and continues to learn and improve alongside his students. I am impressed by his leadership ability in class, and also simply as a man working towards his own personal goals. At the end of this class, I am happy to see him as a mentor and as a friend.

Thank you for an excellent semester, Dr. Kastner. Everyone appreciates all of the planning and hard work you put into our class, and I personally can’t wait to see what craziness you accomplish in the future.