

5 Ways to Avoid Jekyll-and-Hyde Mentality

Insecurity is born in fear and develops into double-mindedness.

Scottish writer Robert Louis Stevenson wrote a book in 1886 titled *Jekyll and Hyde*. Today, the fictional character is often used to describe a leader who acts one way one day, then acts differently the next day.

Oddly, the leader is usually not aware of the behavior and will fight vigorously to suggest he is the same leader in every situation. His delusions remain with him throughout his various transformations.

It is fear that causes a leader to rapidly morph into someone who displays temper or out-of-control outbursts. Fear of failure surely tops the list but fears such as health issues, relationship losses or financial problems can catalyze insecurity.

The clear and present danger of Jekyll-and-Hyde leadership is turnover caused by insecurity. When team members observe leaders responding to whims and emotions, insecurity develops throughout the organization. An insecure organization is slow to move, innovate or respond to market conditions.

Team members are stifled. They stop sharing ideas. They find a box and hide in it. Bench strength evaporates. Favor is meted out in the organization based upon daily whims. Merit-based development disappears.

Often a double-minded leader will display highly defensive behavior. Effective leaders will be defenders, sometimes to a fault. One type of a leader is inward focused while the effective leader is focused on others.

Secure leaders will display predictable behavior based on:

- **Core values**. Values have no wiggle room.
- **Fact-based decision making**. Everyone knows and understands why decisions are made.
- **No hidden agendas**. Everyone knows and understands direction.
- **High-level recognition**. Employees are rewarded for known contributions. Feedback is consistent.
- **Individual correction is private**. Team teaching is important but correction is quiet.

“The fear of man brings a snare, but whoever puts his trust in the Lord will be safe” (Prov. 29:25, MEV).

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Today's Scripture

“When He was reviled, He did not revile back; when He suffered, He did not threaten, but He entrusted himself to Him who judges righteously” (1 Pet. 2:23, MEV).

Platform Tip No. 67

Some leaders are afraid that a platform will become all about them and that a platform is self-serving.

If there are hurting people who need your message, shout it from the highest hill. If it is about them, it won't be about you.

Keep shouting.

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