



**Marjon Oosterhout B.V.**

*Passion for talent*

## **Inspiration**

Are you inspired or inspiring?

My belief is that you have to be inspired yourself in order to inspire others. I haven't met an uninspired leader who has been able to inspire me.

I have met many who tried, but I experienced that as pep talk and that doesn't work for me.

When you are inspired, this happens because you do something you are passionate about and believe in. Not only do you believe in the ideas or goals, you also believe in your own ability to achieve or contribute to the goal. It's this passion and self-confidence (not to be confused with arrogance!) that shines through and creates the spark that ignites other people's passion and potential for inspiration.

A recent study by Booz&Co showed some worrying results. A significant percentage of Executives said they don't believe and don't have confidence in their own actions and measures to lead their companies through the crisis. To me this automatically implies that they aren't capable of inspiring their people.

Finding sources for your own inspiration means knowing what you are passionate about, what you believe in and what you aspire to. When I say this to people I often get this glare of "tell me something new". However my experience is that this may be common sense, but it isn't always common practice.

I start coaching relationships by asking the question "what are you passionate about and what is your aspiration".

Last week the (not uncommon) answer I got was : "Passion? What do you mean, 'passion'! This is about work, and work has nothing to do with passion". The question about aspiration he answered with a comment about his ambition.

I see these as two different things. Aspiration is connected to meaning. Ambition is about bigger, greater, higher, more. There is nothing wrong with ambition, but there is something wrong with ambition without aspiration. I believe that the behaviors we have recently seen displayed by some top executives are a result of ambition without aspiration.

It's not easy to stay connected to your personal beliefs and aspirations. Especially not when they differ from the mainstream opinions. Have you ever noticed that we tend to hire people because they are different, but we ask them to conform the moment they step through the door? Many onboarding programs should be renamed in conformation programs.

I guess you are familiar with Einstein's expression " you don't solve problems with the same thinking that created them".

I believe we need leaders who haven't conformed and completely adapted to the existing systems, who are still acting on their passion, their beliefs and who inspire others in doing so.

It's those leaders that I'm willing to follow.

[www.marjonoosterhout.com](http://www.marjonoosterhout.com)

*Passion for talent*