

Developing a personal answer

# THE LEADING QUESTION

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Pay to play skills are hard-won skills, developed on occasions you'd cite when asked "what's the hardest thing you've ever done?"

Whitney Johnson, Harvard Business Review Sept-Oct 2010

**What are your hard-won *pay-to-play* skills?**

# Some key questions

## □ What is your leadership signature?

What's the thing you can do, and which you can't understand why others can't ?  
What hard-won skills have you developed through experience?  
Which are still most obviously 'under development' / yet to be mastered?  
What is your default mode?

## □ Where – i.e. in what circumstances - have key elements of your leadership signature developed and what effect does that have on how you deploy them?

## □ **How do your skills combine to create a profile for you that is creatively disruptive of uniform perceptions of leadership?**

# Disruptive skills

Disruptive skills are unique – probably in combination

Your disruptive skill may not be one skill, but an unusual intersection of ordinary proficiencies.

They disrupt by creating a niche for you, and by requiring that others re-evaluate your contribution