

Twitter Thread by Zeal Ak



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I'm hoping [@DrJoeAbah](#) and [@segalink](#) will chip in on this discussion I'm creating on the steps to fixing problems and how tolerance is crucial. THREAD

[@DrJoeAbah](#) [@segalink](#) 1. To get a solution to any type of problem, you need at least 4 types of skills:

- a. Problem identification
- b. Problem analysis & understanding (historical/circumstantial)
- c. Solution design
- d. Solution implementation

VERY UNLIKELY all 4 skills will reside in a single individual

2. Imagine that all 4 skills reside in 4 different individuals, it is therefore a 5th skill and perhaps, the most important, to be able to bring these 4 people together and give the direction and purpose.

This is what leadership is

3. If these 4 skills reside in 4 individuals and they are in a team, the characteristics of the person with skill (a) will be that he only sees problems. He will be labeled as "negative" but we must understand how to embrace this important skill and use it effectively.

4. Skill (b) will be the "over-analysis" people; the "you think too much, you analyze too much, over thinker". These are the people who will want to give you a lecture on why and how things got to where they are and again, this skill is absolutely crucial for the next person.

5. Skill (c) people are the ones who everyone loves because they always have a solution, an idea, something that makes people feel there's progress. Skill (c) people rely heavily on a & b cos without identifying a problem nor understanding it, they can't design.

6. Skill (d) are the doers. They just want to go out there and fix everything and with a, b and c in their teams, they will succeed. They often are the ones who get all the recognition and glory. They are project oriented finishers

7. In some rare genius situations, all 4 skills will reside in the same individual but last last, he will burn out because the personality type required for both skill a and d are almost opposite.

8. If we can understand this & juxtapose it with the discussions we have on this app & once you place what someone is saying along those skills and know where you yourself sit, we will interact in a much more progressive way.

Some only see problems, some once want to see action

9. When it comes to picking our leaders, we must interrogate to see that we have people who understand this and demonstrate an ability to put this team together.

He must have the "leader" qualities of seeing these 4 skills as absolutely necessary.

10. Such a person must be tolerant of opposing views, must be patient to hear the little problems, must be willing to debate on all possible solution designs & most important, must understand that in hiring his team based on SKILLS not sentiment, he must then trust them to work

11. If we as individuals cannot exhibit this understanding or at least appreciate it, then we will be drawn to only those who share our specific bias.

Tolerance is a mark of both maturity and humility those without it, can't lead effectively.

12. The thoughts of:

"I may be wrong"

"someone else may have the skill I don't have"

Is a crucial internal thought process that is demonstrated in humility.

Power begins to kill humility and absolute power destroys humility absolutely hence, the mind decays absolutely

13. When the gods are about to destroy, what happens? You go dead by pride (lack of humility)

"A people deserve the leaders they get.." WHY? because the people can't train themselves to be tolerant and humble so they choose leaders like themselves with their own biases.

14. These are my thoughts this morning.

It's time to start working on ourselves in our daily interactions so that we can mobilize as a piece, to interrogate and select the qualities in leadership that we desire and need.

THREAD ENDS!!! Debate starts here ■