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REPORTER



“No man will make a great leader who wants to do it all himself or get all the credit for doing it.” – Andrew Carnegie.

### **Security: Competence Never Compensates for Insecurity**

In this issue of the *Reporter*, we look at another quality of a leader as presented in the book, *The 21 Indispensable Qualities of a Leader* by John Maxwell. **Security** - not in the sense of passwords, locks or encryption, but in the sense of being secure in your knowledge and position, no doubts about yourself or your beliefs.

According to John Maxwell, insecure leaders are dangerous to themselves, their followers, and the organizations they lead, because a leadership position amplifies personal flaws.

Insecure leaders have several common traits:

1. *They Don't Provide Security for Others:* For a person to become an effective leader, the kind that others *want* to follow, he needs to make his followers feel good about themselves.
2. *They Take More from People than They Give:* Insecure people are on a continual quest for validation, acknowledgement, and love. They are primarily takers rather than givers, and takers do not make good leaders.
3. *They Continually Limit Their Best People:* An insecure leader hoards power. The better his people are, the more threatened he feels – and the harder he will work to limit their success and recognition.
4. *They Continually Limit the Organization:* When followers are undermined and receive no recognition, they become discouraged and eventually stop performing at their potential. When that happens, the entire organization suffers.

Secure leaders are able to believe in others because they believe in themselves. They know their strengths and weaknesses. They build up their team to perform at their highest levels and when the team succeeds, it brings him great joy. As Michael Santarcangelo, a leadership consultant says, “*Your job is to make your partner look like a rock star!*” In the process, individuals contribute their best to those around them. This makes it easier for your partner to shine, to be successful and to be helpful. In return, the balance of the team is doing the same. Executed properly, it leads to a situation where everyone wins, and nobody has to lose.

So how well do you understand and respect yourself? Do you know your strengths and feel good about them? How secure are you as a leader? When a follower has a great idea, do you support it or suppress it? When your team succeeds, do you give the members credit? If not, you may be dealing with insecurity, and it could be limiting you, your team, and your organization.

To improve your security, do the following:

- *Know yourself.* Take time to learn about yourself. Try taking a personality test.
- *Give away the credit.* It will improve the individual and the organization.
- *Get some help.* If you cannot overcome feelings of insecurity on your own - seek help, get to the root of your problems, not only for your own benefit but also for that of your organization.

By Jim Weickgenant, EA, ATA – Baraboo, WI

## NSA Leadership Development Program Chair

### Book Review

THE SEED Finding Purpose and happiness in life and work

By Jon Gordon

Now that tax season 2011 is behind us, we can evaluate the good and bad of the season. Have you lost passion for your work? Have you become disillusioned with how your season went? Reading "The Seed" may help you rediscover why you are in this business or even help to reflect on other aspects of your life. The character was given 2 weeks off to rediscover the passion in his work. Along the way he met a farmer who gave him a seed. He was told to plant the seed in the right place and his purpose would be revealed.

There are 4 stages of purpose: Preparation; Planting; Growth & Harvest

We are shown how to take the past experiences and make them a part of our lives. The way we think about work, feel about work and approach our work, influences our happiness at work.

This book is an easy read yet after reading the book, it causes one to evaluate what we are doing at work and even our personal lives. We all need to reflect on our life's chosen work at certain times during our career. If you are feeling somewhat lost, reading "The Seed" may get you back on track!

Every job (good & bad) trains us for the work we are meant to do in the future. Challenges only make us stronger.

Life is about you. If it weren't about you, you wouldn't be here and what you do with it is up to you!

By Paula Laurion , EA, Alaska State Director – Kenai, AK

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## NSA Member Benefit of the Month

Get ready for tax season with one of NSA's greatest member benefits: **NSA/CCH "What's New in Tax" Online Media Package!** NSA has a partnership with CCH that allows you, an NSA member, **FREE** unlimited access to daily tax news, journal articles, tax alerts, newsletters, and other expert commentary. Get the news, updates, and information most applicable to your practice without wasting time searching multiple sources.

Try it now before you renew any other tax research services and see what a great value this is with your membership. Click on the "Members Only" tab at the top of the NSA home page ([www.nsacct.org](http://www.nsacct.org)), enter your NSA user ID and password, look under the "Benefits" tab, then "Tax Resources". Click on "CCH Tax Updates" and follow the easy to use links!

When addressing both large and small groups of attendee's at sponsored events, I have always mentioned the member-only benefits available upon joining NSA. During my two to three minute introduction, I've always mentioned three main benefits that I view as important when considering membership to NSA. I begin with NSA Tax Talk, where members may post tax questions and receive answers from other NSA members. Second, I mention NSA Tax Help Desk, where members receive five tax questions answered for free. The last item(s) is either CCH's "What's New in Tax" or the 2011-2012 Income & Fee Survey. Once I've generated interest from a participant or several participants, I then elaborate on the other benefits available upon membership, such as the NSA Alert, NSA MemberLink, and the tax and accounting monthly client letter's, sample engagement letters and other useful resources.

I just completed the last ASO event for 2012, and was surprised by the increased interest in Professional Liability Insurance through Forrest T. Jones. I mentioned to those present of the discount available as a NSA member. Many participants also took brochures on GEICO Insurance, where again I mentioned the discounts available as a NSA member. I was very surprised by the number of individuals that were unaware of the existence of monthly client letters, engagement letters for tax and accounting clients, and sample compilation reports available on the NSA website. The old adage: You can lead a horse to water, but you can't make it drink, surely applies to some NSA members. To receive your benefits, you must take the initiative to enter the NSA website. For those individuals having difficulty in finding the monthly client letters, engagement letters and sample reports and forms, Go to [www.nsacct.org](http://www.nsacct.org) where you'll arrive at MemberConnect, Login with your Name and Password, then go to the Member Only Section. Once in the Member Section, go to Libraries, and then search libraries for client letters and sample forms.

**Robert Kuziak, Colorado State Director**

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