

## "I Miss My Work Friends": The Transition from Teammate to Team Leader

You made it! Getting that promotion has made you the leader of a team—a team that consists of your former peers. That explains your terrified expression. But don't worry! These tips will help you successfully transition from peer to supervisor.

- **Don't change your personality.** Leading the ranks shouldn't keep you out of the trenches. Continue to be friendly while remembering you are no longer a buddy, but a leader. (Keep this in mind next happy hour!) No personality transplants needed—be yourself!
- **Hold a team meeting.** Follow up with one-on-ones. Ask for feedback on team challenges and how to continue toward success. Avoid oversharing or spilling your fears about the new job. You want to establish credibility and mutual respect. Do it with confidence!
- **Communicate by example.** Some team members may feel disappointed by your promotion, especially if they also wanted the job. Don't take it personally. During your one-on-ones, share that you value each team member and plan to advocate their development. Listen as much as you talk. The days of hallway gossip are over (but you would never do that)!
- **Delegate.** Being responsible for the team doesn't mean doing everything yourself. Find opportunities to delegate to everyone's strengths. It's OK to start small—just start. Remember Rome was not built in a day!

You don't have to be terrified when taking charge of the team. After all, you were promoted for a reason! Stability, credibility, and mutual respect can take you far as a new leader, just stay close enough to show you still relate to your team.