



1. **Smart managers have information, facts, or skills.** They may even show mastery of a craft, job, or topic. *Wise leaders have superior mental capabilities.* They know how to apply their information, the facts, or their skills to a specific situation at the right time, in the right way, for the best outcome for all concerned.
2. **Smart managers often try to lead people** from the simple to the complex. *Wise leaders most often try to break the complex down* to the simple.
3. **Smart managers take things apart** to analyze. *Wise leaders put things together* to conclude and apply
4. **Smart managers like to do things their way.** They tend to place great trust in their own expertise. *Wise leaders like to get input from several trusted sources.* They listen with an open mind and weigh facts and ideas before rushing to accept or reject them as valid.
5. **Smart managers know when to be abstract to avoid offense,** blame, or questions. *Wise leaders know when an ounce of specificity is worth* a ton of abstraction.
6. **Smart managers communicate directly** and frequently. *Wise leaders communicate directly, frequently, consistently,* tactfully, and compassionately
7. **Smart managers practice self-discipline** and expect their staff to do the same. *Wise leaders understand why they practice self-discipline and inspire* their staff to do the same.
8. **Smart managers do things right.** *Wise leaders do the right things.*
9. **Smart managers always know how to do things.** *Wise leaders always know why* to do things.

This was originally published on Dianna Booher's *Booher Research blog* (<http://www.booherresearch.com/blog/>).

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