



UNDERRATED LEADERSHIP SKILLS

Rantiade Benson-Idahosa



THE PATHFINDER PROJECT
ESTD. 1974



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Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.

-Unknown



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UNDERRATED LEADERSHIP SKILLS

When I worked in the corporate world, the leadership skills I was applauded and rewarded for were exactly what you'd expect: managerial competence, decisiveness, doggedness, negotiation skills.

One client even referred to me as the "classy bulldog." It was meant as a compliment; a reflection of my grit, determination, and ability to get things done. And while these qualities often secured me a seat at the table, I noticed something over time: the leaders who truly inspired, transformed, and left a lasting impact weren't necessarily the most forceful or technically brilliant.

Instead, they embodied a different set of qualities, subtler, often overlooked, yet profoundly powerful. They led not just with authority but with depth. Not just with drive but with presence.



UNDERRATED LEADERSHIP SKILLS

These are the underrated leadership skills that, in my experience, distinguish the best leaders: they break down hierarchy, foster trust, and cultivate genuine relatability. They reflect the quiet, subtle and overlooked qualities of leadership that shift paradigms, catalyze transformation, and birth movements from within.

Leadership is not just about commanding, projecting, or towering over others. It is alchemy: the art of turning silent virtues into contagious energy; shaping futures through the invisible architecture of connection, integrity, and service.

Lead the change!

-Rantiade



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HUMILITY

freedom from pride or arrogance

Humility is the ability to understand that your strong sense of identity defines but does not inflate your relevance

A humble leader knows who they are, but does not need to dominate others to prove it. This is the kind of leader who listens deeply, admits mistakes, and remains open to learning. Their humility makes space for others to thrive, and in that spaciousness, trust flourishes.



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CONFIDENCE

self trust; belief in your own power, trustworthiness, or reliability

Confidence is to be full of conviction about who you are without being intimidated by the strengths of others

When leaders embody true confidence, they infuse those they lead with conviction; the sense that obstacles are not barriers but pathways to collective growth.



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SELF AWARENESS

the ability to see yourself clearly and objectively through sober reflection and introspection

Self-awareness is the soul's mirror. It is the ability to tune into your feelings, thoughts, and actions; it is emotional intelligence in motion.

It is the sacred ability to witness yourself clearly, beyond ego, beyond performance. It is the inner seeing that precedes all outer becoming.

Leaders who cultivate self awareness avoid blind spots that derail teams. Those who embody it create clarity because they see not only their strengths and shadows, but also their responsibility in shaping the culture they lead.



VULNERABILITY

*“Vulnerability is not weakness; it's our most accurate measure of courage.”
-Brene Brown*

The willingness to be “seen” and emotionally exposed in front of those you lead; the ability to lay bare your scars in a sacred exchange of trust.

By sharing their humanity, leaders open doors of trust. Their willingness to be real signals that it is safe for others to do the same. Vulnerability becomes the bridge between power and presence, between the leader and the led.



COMPASSION

Compassion is a mutual connection with the pain and suffering of those that you lead. It is the willingness to enter in, suffer with and sacrifice for.

It is not sympathy, but a deep mutual connection.

Compassionate leaders do not see people as resources to be managed, but as human beings to be honored. Their care builds loyalty, strengthens teams and allows people to bring their whole selves to the work.



DISCERNMENT

The ability to judge well; the ability to replicate the mind of God on the Earth.

Discernment is the sacred ability to judge well, not just the good from the bad, but the good from the God. It is the capacity to echo divine intelligence on the Earth.

This is the skill that enables leaders to navigate complexity with clarity. At its highest, discernment mirrors divine wisdom; the capacity to sense timing, recognize patterns, and align decisions with purpose. Such leaders don't just move projects forward; they move people toward destiny.



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When things go wrong in your command, start searching for the reason in increasingly large circles around your own desk.

-Gen. Bruce Clarke

In other words, leadership is a privilege and with great privilege, comes great responsibility. The best leaders do not stand above others — they walk among them. They embody humility, wear confidence with grace, see themselves clearly, dare to be vulnerable, move with compassion, and choose with discernment.

These are the qualities that turn authority into influence and influence into transformation.

YOU can lead the change!

-Rantiade Benson-Idahosa





Great leaders do not centre themselves; they centre the best interests of those they serve.

-Rantiade Benson-Idahosa





Rantiade Benson-Idahosa is a Nigerian thought leader and leading expert on gender-based violence and women's economic empowerment in sub-Saharan Africa.

A trained English Barrister and American lawyer, she advises organizations and governments globally as a strategist, consultant, and policy expert.

Her work has been featured in national and international media, earning her numerous awards and recognition.

An activist, writer, researcher, podcaster, and international speaker, she also serves as a business consultant and leading identity coach, guiding others to awaken to their divinity.



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