

Identifying leadership strengths

Strong leaders:

- create an atmosphere of mutual trust
- demonstrate honest, ethical behavior in all transactions
- lead by example, e.g., “do what I ask others to do”
- demonstrate courage in all transactions
- communicate a clear vision with recognizable goals for the organization and its members
- state expectations clearly and confirm understanding
- expect people to be accountable and offer support
- translate organizational goals practically and meaningfully for people at all levels
- make and communicate decisions promptly
- resolve conflict with the goal for all to succeed
- communicate with charisma and effectiveness to groups
- take responsibility for decisions without finger-pointing
- involve others in planning
- praise people for work well done
- delegate in a way that encourages others to have full ownership
- appropriately provide authority to others to make decisions
- believe in and suggest training that teaches leadership, teamwork, and skills
- implement innovation as a method to improve performance
- demonstrate no tolerance for organizational turf or “them and us” scenarios
- create forums to celebrate organization successes
- support and demonstrate efficient management of personal stress levels
- manage impending change, real and rumored, efficiently
- use time constructively and effectively
- help people by listening without pre-judging
- have excellent relationships with members regardless of position in the organization
- are accessible
- encourage people to communicate their differing opinions

