

Identifying Leadership Strengths

Leaders can:

- *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 from the lowest level to the highest level** • 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 technical 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
 - **be accessible** • encourage people to communicate their differing opinions