

## THE 20 QUALITIES OF LEADERSHIP

This tool defines the 20 qualities of leadership that researchers have identified as common to virtually all organizations. It can be used to identify the leadership qualities people value most within their organization. It can also be used to help an individual leader assess his or her own leadership skills.

### Leadership Competencies

_____ <b>Ambitious</b> (aspiring, hard-working, striving)	_____ <b>Honest</b> (truthful, has integrity, trustworthy, has character)
_____ <b>Broad-minded</b> (open-minded, flexible, receptive, tolerant)	_____ <b>Imaginative</b> (creative, innovative, curious)
_____ <b>Caring</b> (appreciative, compassionate, concerned, loving, nurturing)	_____ <b>Independent</b> (self-reliant, self-sufficient, self-confident)
_____ <b>Competent</b> (capable, proficient, effective, efficient, professional)	_____ <b>Inspiring</b> (uplifting, enthusiastic, energetic, humorous, cheerful)
_____ <b>Cooperative</b> (collaborative, team player, responsive)	_____ <b>Intelligent</b> (bright, thoughtful, intellectual, reflective, logical)
_____ <b>Courageous</b> (bold, daring, fearless, gutsy)	_____ <b>Loyal</b> (faithful, dutiful, unswerving in allegiance, devoted)
_____ <b>Dependable</b> (reliable, conscientious, responsible)	_____ <b>Mature</b> (experienced, wise, has depth)
_____ <b>Determined</b> (dedicated, resolute, persistent, purposeful)	_____ <b>Self-controlled</b> (restrained, self-disciplined)
_____ <b>Fair-minded</b> (just, unprejudiced, objective, forgiving, willing to pardon others)	_____ <b>Straightforward</b> (direct, candid, forthright)
_____ <b>Forward-looking</b> (visionary, foresighted, concerned about the future, sense of direction)	_____ <b>Supportive</b> (helpful, offers assistance, comforting)

Suggested Exercises:

You can ask a group to select from this list the qualities that they most admire in a leader. Then total the responses and initiate a discussion about their selection.

You can also ask: "Please reflect on my leadership skills. What are my strengths, based on this list? And what are one or two areas where I might be able to improve as a leader?"