

A GREAT LEADER

- inspires others.
- has integrity.
- expects top performance in others because she demands it of herself.
- makes a personal connection with the people that she leads.
- is passionate about developing the future leaders of the organization. She has a gift for spotting raw talent and considers it a privilege to cultivate and support that talent.
- is a relentless advocate for her high performing employees.
- fights for issues that are important to her (and knows when it's time to keep her mouth shut, too).
- is an active listener. She has a genuine interest in what people are saying.
- helps create and nurture great teams.
- takes responsibility when things go wrong, but shares the credit when things go right.

- makes tough, and sometimes unpopular, decisions.
- earns the respect of people at all levels within her organization.
- has a vision that she communicates to others.
- seeks honest, constructive, and frequent feedback about herself.
- gives honest, constructive, and frequent feedback to her direct reports.
- leads by doing. She knows that her actions speak louder than her words.
- is a constant champion for her organization. And when she can no longer do that, a great leader knows it's time to move on.
- is the eye of the storm. She's the calm and dependable voice of reason, when chaos strikes.
- does not stifle employees' energy or enthusiasm by micromanaging them.
- re-energizes her mind and body with time away from work. She can not inspire people when she is mentally or physically exhausted.

EXERCISE:

Look back over the list of 20 characteristics above.

1. Put an “O” in the margin next to the ten qualities that you value the most in **Others**.
2. Next, put a “Y” in the margin next to the ten strongest leadership qualities that you see in **Yourself**.
3. Compare the qualities that you value most in others with the strongest qualities that you possess. Are there similarities?
4. If not, what can you do to develop the leadership qualities in yourself that you value most in others?
5. Do your leadership qualities come naturally to you or do they take effort on your part?

Working women often under-estimate the value of the characteristics that come most naturally to them. They wrongly assume if something comes naturally to them that it must come naturally to everyone. It does not. It's important to celebrate and utilize your natural gifts.

It's also important to stretch beyond your natural abilities and work hard to develop leadership skills that are outside of your comfort zone.

A great leader accepts the challenge to develop the characteristics that she admires the most in others, even when the characteristic seems well beyond her own