

Key Leadership Attributes

Competencies alone are not indicators of a leader's success. These human or "emotional" attributes have been shown to be prime indicators of good leaders.

Adaptability and Flexibility

- Handles day-to-day work challenges confidently
- Adjusts to multiple demands, shifting priorities, ambiguity, and rapid change
- Shows resilience in the face of constraints, frustrations, or adversity

Integrity

- Demonstrates principled leadership and sound business ethics
- Shows consistency among principles, values and behaviors
- Builds trust with others through own authenticity and follow-through on commitments
- Demonstrates honesty

Intellectual Versatility

- Recognizes, explores, and uses a broad range of ideas and practices
- Thinks logically and creatively without undue influence from personal biases

Objectivity

- Upholds a bias-free approach to situations and people

Organizational Savvy

- Develops effective give-and-take relationships with others
- Understands the agendas and perspectives of others
- Recognizes and effectively balances the interests and needs of one's own group with those of the broader organization
- Knows which battles to fight

Self-Awareness

- Learns from personal experience
- Actively pursues learning and self-development
- Seeks feedback and welcomes unsolicited feedback
- Modifies behavior in light of feedback
- Knows one's personal values, needs, interests, style, and competencies and their effect on others

Self-Confidence

- Manages own performance in an effective, assertive manner when placed in a new and/or challenging situation

Self-Motivated/Positive Attitude Toward Others and Work

- Sets high standards of performance
- Pursues aggressive goals and works hard to achieve them

Tolerance of Ambiguity

- Demonstrates comfort in situations where the goals and/or processes to achieve goals is unclear and difficult to determine