

BEHAVIORAL COMPETENCIES OF AN AUTHENTIC LEADER

Authentic/Humble

1. The leader is genuine and not trying to imitate someone else in speech, expressions or gestures. Viewed as the real deal and not modeling or emulating anyone else.
2. The leader puts the interest of others and the team ahead of his/her own self interests.
3. The leader avoids the limelight while ensuring team members receive recognition for their performance.

Transparent

4. The leader's words and actions are consistently aligned.
5. The leader openly discusses his/her personal values and the organization's values with others.
6. The leader ensures people are informed about the reasons for his/her decisions/actions.

Trustworthy

7. The leader acts with integrity, i.e., does what is right, regardless of his/her personal feelings.
8. The leader makes every effort to deliver on promises and commitments.
9. The leader willingly admits his/her mistakes and accepts complete responsibility for his/her actions.

Approachable

10. The leader acts in a self-assured way and is comfortable engaging in conversation.
11. The leader encourages others to provide feedback to improve his/her performance and the organization's performance. Is receptive to negative information, i.e., does not "shoot messengers".
12. The leader demonstrates the courage to challenge others.
13. The leader is frequently visible throughout the workplace.

Purposeful

14. The leader openly shares his/her life's calling (purpose).
15. The leader encourages his/her people to consider their future and to ensure they are fueling their calling in life.
16. The leader demonstrates the importance of an effective work/life balance between career, family, and self.
17. The leader seeks to continuously improve his/her performance.
18. The leader ensures that everyone understands that competently completing their responsibilities is essential to achieving the team's mission.
19. The leader lives the principle that real success is helping others to be successful while the organization accomplishes the mission.

Respects/Values People

20. The leader encourages, listens to understand and then uses the input of others when appropriate.
21. The leader truly cares for others and treats them fairly with dignity and respect.
22. The leader strives to minimize what he/she does that adversely impacts working relationships.
23. The leader empowers others to make independent decisions within his/her intent.

Knows Self

24. The leader is knowledgeable of how he/she is perceived by colleagues.
25. The leader is comfortable with who he/she is.

