

7 Expectations for Leaders: Reflect and Act

Read each of the leader expectations and related reflection questions to help you think about how you do each of these things. Record your thoughts in the spaces provided. You will find that you naturally do some of these things very well, while others might not come as easily. After reflecting, consider a partner you have who could help you grow in the areas where you aren't as strong.

Build Relationships

Establish connections with others to build trust, share ideas and accomplish work.

How do you form strong connections with others? What patterns do you notice in your relationships?

Develop People

Help others become more effective by developing their strengths, providing clear expectations and encouraging and coaching them.

What is your approach to development? How often do you recognize others' good work and strengths?

Lead Change

Recognize that change is essential, set goals for change and lead purposeful efforts to adapt work that aligns with the stated vision.

How do you decide when it's time for a change? How do you help others prepare for that change?

Inspire Others

Encourage others through positivity, vision, confidence, challenge and recognition.

What methods do you use to inspire others? How do you help others find meaning in what they do?

Think Critically

Seek information, critically evaluate the information, apply the knowledge gained and solve problems.

What's your approach to solving problems? How do you organize your thoughts?

Communicate Clearly

Listen, share information concisely and with purpose, and be open to hearing opinions.

What's your communication style? How do you know when it's time to listen vs. talk?

Create Accountability

Identify the consequences of actions and hold yourself and others responsible for performance.

How do you hold yourself accountable for your responsibilities? What do you expect from those you lead?

What You Naturally Do Best

Your strengths make you stand out as a leader. Write them in a box below that best describes how you use that particular strength, and then make a note about why they fit there.

CliftonStrengths Example

Although Context is a Strategic Thinking theme, I use the information I gather about the past to convince people of a new plan. I use my knowledge of history to influence the future. Write "Context" in the Influencing domain box. Then make a note of why.

*Generic Strengths Example

When it comes to making decisions, I listen to people's opinions but have no trouble making the final decision. I don't waver in the face of pressure. Write "decisive" and "confident" in the Executing domain box. Then make a note of why.

EXECUTING

How I make things happen

INFLUENCING

How I influence others

RELATIONSHIP BUILDING

How I build and nurture strong relationships

STRATEGIC THINKING

How I absorb, think about and analyze information and situations

**If you're interested in learning your strengths, visit www.gallup.com/cliftonstrengths*