



RATE MY TRAITS

LEADERSHIP

Lynch



1. **Creative thinking**—The ability or power used to produce original thoughts and ideas based upon reasoning and judgment.
2. **Critical thinking**—The ability to acquire information, analyze and evaluate it, and reach a conclusion or answer by using logic and reasoning skills.

3. **Communication**—The successful transmission of information through a common system of symbols, signs, behavior, speech, writing, or signals.
4. **Decision making**—The act of examining several possible behaviors and selecting from them the one most likely to accomplish the individual’s or group’s intention. Cognitive processes such as reasoning, planning, and judgment are involved.
5. **Ethics**—Conforming to an established set of principles or accepted professional standards of conduct.
6. **Evaluation**—1. The collection and processing of information and data in order to determine how well a design meets the requirements and to provide direction for improvements. 2. A process used to analyze, evaluate, and appraise, a student’s achievement, growth, and performance through the use of formal and informal techniques.
7. **Organization**—The act or process of organizing or being organized. Good organization will not only ensure success of a program, but without it, the success can be limited or fail to materialize at all.
8. **Problem solving**—The process of understanding a problem, devising a plan, carrying out the plan, and evaluating the plan in order to solve a problem or meet a need or want.
9. **Self-esteem**—A confidence and satisfaction in oneself and trusting one’s ability and instincts.
10. **Teamwork**—The process that allows individuals to pool their strengths in order to arrive at better solutions to problems, with all involved subordinating personal prominence to the efficiency of the whole.



Below are the Top Ten Traits of Effective Leaders. Please rank your skills and elaborate on your answers. 1 is low and 10 is high

1. **Creative thinking**

1 2 3 4 5 6 7 8 9 10

Rationale:

2. **Critical thinking**



1 2 3 4 5 6 7 8 9 10

Rationale:

3. Communication

1 2 3 4 5 6 7 8 9 10

Rationale:

4. Decision-making

1 2 3 4 5 6 7 8 9 10

Rationale:

5. Ethics

1 2 3 4 5 6 7 8 9 10

Rationale:

6. Evaluation

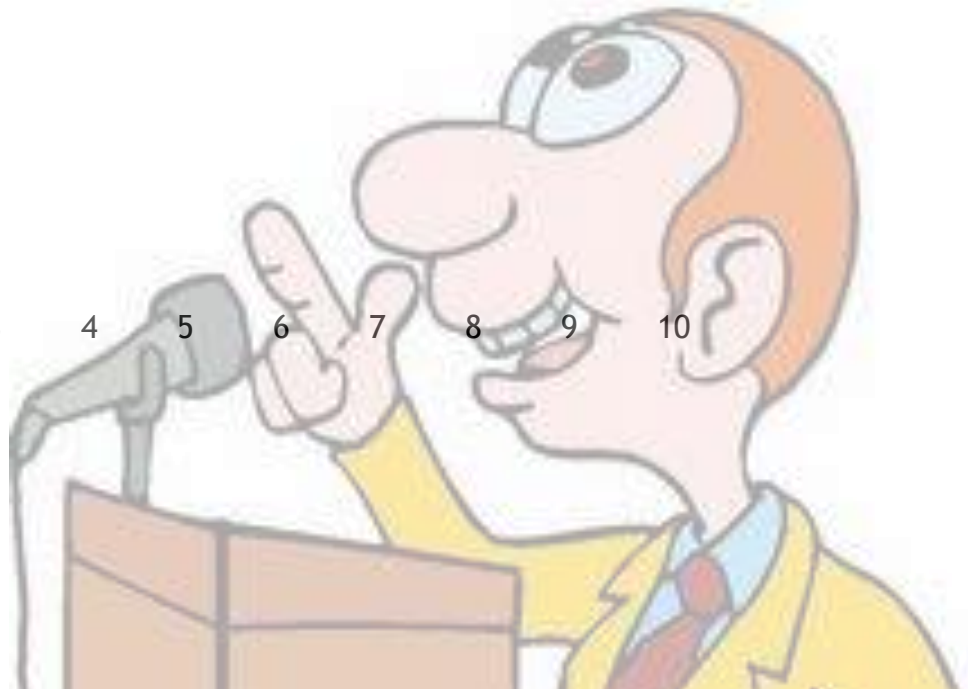
1 2 3 4 5 6 7 8 9 10

Rationale:

7. Organization

1 2 3 4 5 6 7 8 9 10

Rationale:



8. Problem solving

1 2 3 4 5 6 7 8 9 10

Rationale:

9. Self-esteem

1 2 3 4 5 6 7 8 9 10

Rationale:

10. Teamwork

1 2 3 4 5 6 7 8 9 10

Rationale:

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What makes a good leader? Which personality traits do the best trailblazers share? Every organization has its own benchmarks for determining who would make the best head of its teams, but are those qualities really all that different?

Research in the field suggests that, on a broad level, employees and employers are looking for similar characteristics in their leaders -- no matter what business they're in. Here are four personality traits that people want in a boss.

Related: [5 Influential CEOs Weigh in What Makes a Good Leader](#)

1. Honesty

Results from a November 2014 Pew Research Center Survey showed that [84 percent](#) of the 1,835 respondents considered honesty the most essential personality trait for any leader.

Honest leaders inspire not just through words but through actions. They're the kind of leaders who build their teams from the ground up. They understand that effective leadership is built on trust, and that honesty in leadership generates a stronger team dynamic. Honest interactions with employees build the kind of relationships that make success in the workplace attainable for the entire team -- not just the boss.

2. Openness

In the world of personality evaluation, openness is one of the [Big Five](#) dimensions of personality that psychologists use to evaluate individuals. It refers to how open an individual is to new experiences and how imaginative and insightful an individual can be.

In 2014, strength-based leadership development experts Jack Zenger and Joseph Folkman performed an analysis of the 33 top leaders at a major telecommunications organization and established [10 personality traits](#) that made those leaders effective. Some of their findings included creating a culture that magnifies upward communication (being open to ideas from all sources); setting stretch goals (keeping an open mind to find dynamic ways to achieve organizational goals); and emphasizing speed (defined as encouraging ideas to

be tested first and discussed -- and picked apart -- later). While the study only focused on 33 leaders from one organization, Zenger and Folkman noted their results were consistent with their analysis of leaders from hundreds of organizations across a wide range of industries.

Good leaders encourage a culture where every team member's ideas are heard and valued. They're open and imaginative -- and they encourage those traits in their employees.

Related: [The 8 Signs of a Bad Leader](#)

3. Decisiveness

Leaders make decisions.

Without fail, leaders are regularly called on to make choices that impact both the organization and the people they lead. People want to follow a person who weighs all the options and, as Zenger and Folkman discovered in their research, "Display fearless loyalty to doing what's right for the organization." In other words, good leaders make important decisions based on what's best for the organization -- and they make them confidently.

4. Conscientiousness

Pew respondents say organization (67 percent) and compassion (57 percent) are important, and Zenger and Folkman believe in strategic vision. And each of these are components of conscientiousness.

Conscientiousness is a measure of how organized, thoughtful and forward-thinking an individual is. Good leaders are highly organized, both individually and when it pertains to their teams; they sympathize with their employees and provide thoughtful feedback and support; and they have both short-term and long-term goals for the team that drive the team's everyday projects.

Bill Gates, commenting on leadership in the 21st century, once said, "As we look ahead into the next century, leaders will be those who empower others." Good leaders do more than just inspire others through action, they empower the people they work with by building trust, encouraging and being open to creative solutions, making confident decisions that reflect the best interests of their employees and organization, and being thoughtful, organized strategic planners who think about the bigger picture and how all their employees contribute to that success.

What personality traits do you think a good leader has to have? What makes the leaders in your organization stand out?