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BEING A ROLE MODEL

As we begin the new year it's a great time to reflect on the quality of leadership that we provide. Benjamin Franklin developed 13 virtues to live by and wrote them down on separate pages of a small book that he kept with him. He evaluated his performance with regard to each virtue on a daily basis. He also selected one virtue to focus on each week.

We thought of the attributes that we believe are important to the quality of leadership and created the following assessment to be used in closing out 2003 and planning for your own development going into 2004. Review the list and reflect on what you have done well on and the ones that you need further development on.

- 1. Ethical/Honest ...** Am I upfront with people? Do I not participate in gossip and backstabbing? Do I share information with others? Am I mindful of the greater good and focus on "How can I help?" vs. "What's in it for me?"
- 2. Committed to Improvement ...** Am I committed to improving myself every day? Am I on the road to becoming the best person I can be? Am I committed to supporting others to become the best they can be? Am I always looking at how we can create a better organization?
- 3. Compassionate ...** Am I mindful of my support in the dignity of others? Am I allowing others the opportunity to speak and am I taking the time to listen? Do I think through my decisions and how my actions will affect others?
- 4. Authentic ...** Am I true to myself in day-to-day interactions with others? Am I forthright with others or do I tell people only what they want to hear?
- 5. Action oriented and Results driven ...** Am I hard working and have a drive to succeed? Do others see me "Roll-up my sleeves" and get involved in the work regardless of my level of position? Do I have a strong level of commitment to my organization, the people I work with and what we are trying to achieve?
- 6. Positive influence ...** Do I choose to be a positive example by being the kind of person people want to be around? Do I have fun at what I do and create a pleasant, energetic environment?
- 7. Renewal ...** Do I take time away from work to rejuvenate myself? Do I have a healthy lifestyle ... eating right, getting enough sleep and balancing work and home? Do I take the time to read, reflect, brainstorm, visualize and think of new and better ways?

We all fall short from time-to-time; after all we are human. It is most important for leaders to be committed to sound principals and reflect from time-to-time on how they are doing relative to those principals. This can be accomplished through self-reflection, asking close associates for honest feedback and formally via 360 degree feedback processes and team building activities. The key is to commit to an ongoing improvement plan.

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