

# 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.
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.
4. The leader genuinely cares about other people.
5. The leader uses constructive feedback to improve his/her performance.

## **Transparent**

1. The leader's words and actions are consistently aligned.
2. The leader openly discusses his/her personal values.
3. The leader strives to keep people informed about the reasons for his/her decisions/actions.

## **Trustworthy**

1. The leader acts with integrity, i.e., does what is right, regardless of his/her personal feelings.
2. The leader delivers on all promises and fulfills commitments.
3. The leader willingly admits his/her mistakes.
4. The leader accepts complete responsibility for his/her actions.

## **Approachable**

1. The leader acts in a self-assured way.
2. The leader acts in a manner that encourages others to provide feedback to improve his/her performance.
3. The leader demonstrates the courage to challenge others.
4. The leader encourages others to challenge him/her.
5. The leader is frequently visible throughout the workplace.

## **Purposeful**

1. The leader passionately shares his/her life's purpose through living it.
2. The leader encourages others to live their life's purpose.
3. The leader demonstrates the importance to balance life between career, family and self.
4. The leader seeks to continuously improve his/her performance.
5. The leader ensures that everyone understands that competently completing their job responsibilities is essential to achieving the team's vision.
6. The leader lives the principle that real success is helping others to be successful.

## **Respects/Values People**

1. The leader encourages everyone to offer input.
2. The leader listens to understand other's points of view.
3. The leader uses the input of others
4. The leader treats everyone as equally important regardless of their position.
5. The leader makes an effort to know and use people's names.
6. The leader is considerate of others when presenting facts.
7. The leader empowers others to make independent decisions.

## **Knows Self**

1. The leader is knowledgeable of how he/she is perceived by colleagues.
2. The leader strives to maximize his/her strengths in working relationships.
3. The leader strives to minimize what he/she does that adversely impacts working relationships.
4. The leader is comfortable with who he/she is, i.e., comfortable living in his/her own skin.