

# WHAT LEADERS ARE LOOKING FOR

Sometimes the most powerful way to cultivate character traits that you value in your organization is to publicly celebrate people who embody them. These might not be the people holding microphones on Sunday morning, but the role they play is essential. Here are the following 10 things leaders look for:

1. Disagree well -
  1. Assume the best and that there is more info you don't have.
  2. Respectfully ask questions.
  3. Execute the idea like it was your own (you can gain or lose points by how you disagree).
2. Be engaged -
  1. Be excited to be on staff and in the role you are in.
  2. Be excited about our direction and priorities.
  3. Be characterized by self-motivation and energy (this is not the job of the organization, it's yours).
3. Take initiative -
  1. See opportunity and take action.
  2. Try to figure it out before you ask for help.
  3. Go above and beyond what is asked.
4. Love your family and friends -
  1. See great relationships as qualification for ministry.
  2. See your family and friends as your greatest ministry.
  3. See relationships as a litmus test for true spirituality.
5. Become great at your craft -
  1. Learn all there is to know about your area (models, books, etc.).
  2. Get to know the subject matter experts.
  3. Be relentless about seeking feedback.

6. Follow through -
  1. I'll get it to you by \_\_\_\_\_.
  2. Return emails, phone calls, assignments quickly.
  3. Your boss considers it done if you have it.
7. Make stuff better -
  1. Don't be ok with status quo.
  2. Seek to improve everything.
  3. Constantly seek feedback.
8. Be a stress de-amplifier -
  1. Stay calm during times of stress or uncertainty.
  2. Help others stay calm.
  3. Believe it will work out...maybe even better.
9. Understand your boss's priorities -
  1. Know what is most important to your boss right now.
  2. Ask how you can help.
  3. Look for ways to support them.
10. Play team ball -
  1. Don't build silos. Think ours not mine.
  2. Be willing to "lose" so others can "win." (Give up space, staff, your energy, etc.)
  3. Celebrate the wins of others.