



LEADERSHIP AND DEVELOPING YOUR CAREER PATH

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Leadership Values

Objective: To clarify leadership values that motivates leaders. This is a good foundational exercise to explore the driving force behind leadership behavior.

Activity Description: It is important that leaders clarify their own sense of leadership values. To that end, reflect upon the values that define your role as a leader? Please write five values listed below that best completes the following sentence:

" _____ is a 'cornerstone' in my approach to leadership."

ACHIEVEMENT
ADVENTURE
CHALLENGE
CONTROL
CREATIVITY
ECONOMIC
BALANCE
FAIRNESS
FREEDOM
HAPPINESS
HARD WORK
HONESTY
HARMONY
INVOLVEMENT
ORDER

AFFECTION
COMFORT
CONFORMITY
COOPERATION
DIRECTNESS
EXPERTNESS
FLEXIBILITY
FRIENDSHIP
HELPFULNESS
INDEPENDENCE
INTEGRITY
LEADERSHIP
MORALITY/ETHICS
LOYALTY

PREDICTABILITY
RESPONSIBILITY
RESPONSIVENESS
PERSONAL
DEVELOPMENT
POWER
RECOGNITION
RISK
SELF-RESPECT
VARIETY
SECURITY
TRADITION
TRUST
WISDOM
OTHER VALUES:

Question: What are five common values identified in your group? Why are they are important?

Walking the Talk

Objective: To translate stated values into leadership behavior. Great leaders have identified and clarified their core working values. They understand how each of their core values translates into leadership behavior. Values don't become real until you make an effort to interact with them.

Activity Description: Either working individually or in pairs, focus your leadership values by completing the chart below. You can write in different values, or you can isolate your own set of values for the chart.

Leadership Values	How the value translates into personal leadership behavior
Example:	
Integrity	
Positivity	
Excellence	

Questions: How do your values drive your leadership behavior? Please list specific examples.

Leadership Challenged

Objective: To explore leadership at moments of challenge (how do you lead at times of challenge).

Activity Description: When one is challenged, one's leadership style comes to the forefront. Identify leadership traits that come to the forefront during a "moment of truth." React to the following quote by Dr. Martin Luther King, Jr.:

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

Questions: Give examples of leadership actions that you took during a moment of challenge or crisis.

Were you surprised by your actions?

Did your leadership approach change? In retrospect, can you think of a better way you could have handled the situation?

Do leaders need to change leadership styles to fit specific situations? How important is it for leaders to be consistent in all situations?

Source: Tom Siebold is a writer and consultant in leadership development in Minneapolis.