

The Steuber Group

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Characteristics of Those Chosen for Leadership Roles

Performance

(your actual skills and results produced)

Deliver consistent results
Create/implement plans
Good manager of team
Coach and develop staff
Able and willing to have the tough conversations
Able to analyze and diagnose from multiple perspectives
Comfortable with international and diverse workforce/workplace
Good follow-up
Escalates problems appropriately with solutions
Exhibits competencies needed for next job
Always delivers as promised
Able to build solid relationships across departmental boundaries
Able to facilitate group decisions and processes

Image

(words used to describe you; should closely match reality)

Able to work effectively across boundaries (e.g. politically adept)
Able to promote ideas and self effectively
Confident; respected
Flexible
Decisive & accountable
Takes initiative
Quality and customer conscious
Visionary; strategic thinker
Able to motivate & inspire
Fit image of company executive
Excellent communicator
Hard worker
Engaging presence
Good judgement
Willing to take on any project
Courageous

Exposure

(visibility to the decision-makers)

Advocate in the decision makers
Experience in critical function for company operations
Success on highly visible, challenging project
Mentored by senior executive within company
Escalates problems appropriately with suggested solutions
Show broad understanding of business rather than narrow view of expertise