

# 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