

Priority List of Critical Leadership Performance Dimensions

Listed below are the Critical Leadership Performance Dimensions. These factors are listed in order of the talent you currently display for paying attention to and valuing them. The first Talent is your strongest, followed by the rank order of the remainder of the factors.

1. (9.30) FOCUSING ON RESULTS
2. (9.20) PREPARATION AND TACTICS
3. (9.14) FOSTERING INNOVATION AND CHANGE
4. (8.99) SETTING VISION, MISSION AND PURPOSE
5. (8.88) INSTILLING RESPONSIBILITY AND INTEGRITY
6. (8.79) BUILDING TEAM SYNERGY
7. (8.78) DEVELOPING STRATEGY, DISCIPLINE
8. (8.72) MAINTAINING CONSISTENCY AND CONFORMITY
9. (8.68) BUILDING TRUST AND A COMMON BOND

Scoring Legend:

Numeric Scores	Top 3 are Primary Focus, Middle 3 are Secondary Focus, and Bottom 3 are Inconsistent Focus. What is the Hierarchy and what is the STRENGTH of each focus factor? (Risk Level)
9.021 to 10.0	Low Risk = Strong Access to this Focus
8.791 to 9.02	Situational Risk = Good Access to this Focus
8.391 to 8.79	Conditional Risk = Marginal Access to this Focus
6.0 to 8.39	Real Risk = Poor Access to this Focus

Here are more specific descriptions of the 9 Pathways:



The 9 Pathways to Leadership

1. **Trust** – Identify the unique potential in each person; accepting others as they are; relating with others in a genuine, sincere manner.
 - Treating each person as unique and valuable.
 - Building confidence and competence.
 - Respecting the rights of each person.

2. **Team Synergy** – Working together, being comfortable and confident about each person doing their part; watching each others' back.
 - Cooperating and sharing. Making certain each person feels a part of the team.
 - Listening, delegating and developing.
 - Being fair and consistent.
3. **Vision, Mission & Purpose** – Developing a sense of mission and purpose; establishing a sense of meaning and direction which fosters commitment to goals.
 - Personal commitment and dedication.
 - Optimism, seeing and expecting the best.
 - Sense of purpose and meaning.
4. **Responsibility & Integrity** – Accepting responsibility for the consequences of decisions; owning your decisions.
 - Being responsible and accountable.
 - Walking the walk, keeping promises.
 - Respecting principles, standards and codes.
5. **Results** – Getting things done; paying attention to what needs immediate attention; identifying and solving problems in a practical, common sense way.
 - Putting yourself into your work.
 - Paying attention to getting things done.

Prioritizing actions, setting priorities.



The 9 Pathways to Leadership

6. Strategy & Discipline – Developing and maintaining a willingness to do whatever it takes to get things done; staying focused on the strategies and goals which guide and measure success.

- Personal discipline
- Translating plans into action, being effective and efficient
- Building well organized strategies and long term goals.

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7. Innovation – Thinking outside of the box; being open to inventive ideas and ways of getting things done which others miss because they think more by habit.

- Learning to adapt and grow.
- Acting as a change agent and risk taker.
- Being inventive, spontaneous and creative, thinking outside the box.

8. Preparation & Tactics – Making certain that each person knows what is expected, that time, resources and material are available for attaining goals.

- Personal competence and confidence.
- Knowing what is needed to get the job done and documenting success.
- Building action plans, schedules and timelines.

9. Consistency & Conformity – Setting clear, realistic goals and standards to guide decisions and act as a gyroscope to maintain direction.

- Respecting authority, rules and codes.
- Setting clear goals.
- Creating standards.