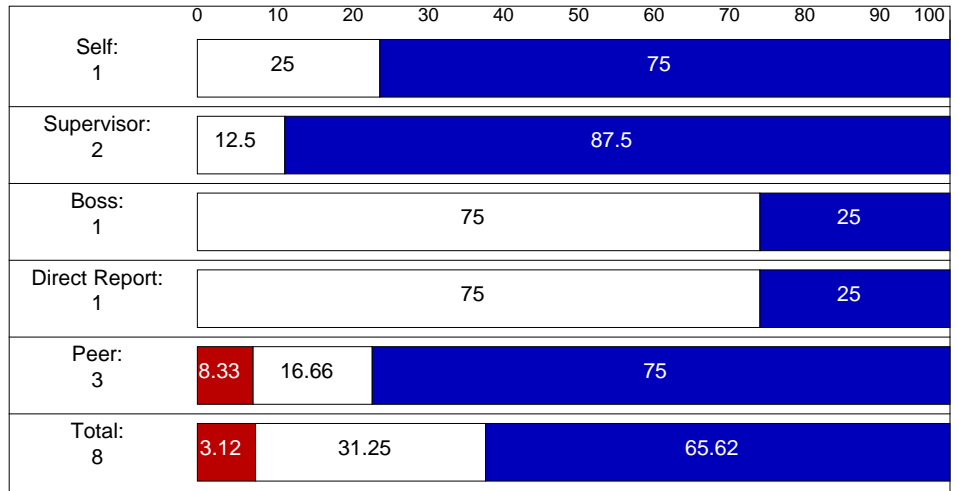


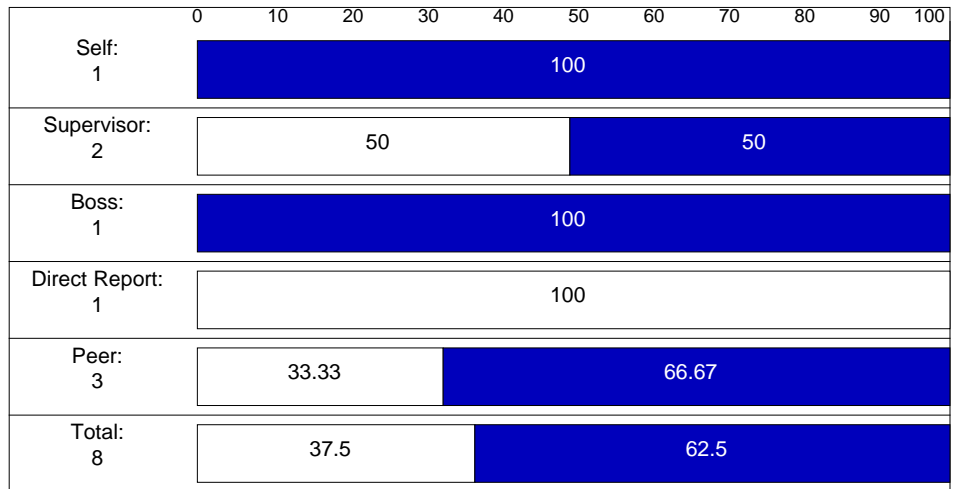
Leadership Development Sample

Date: 8/15/2007

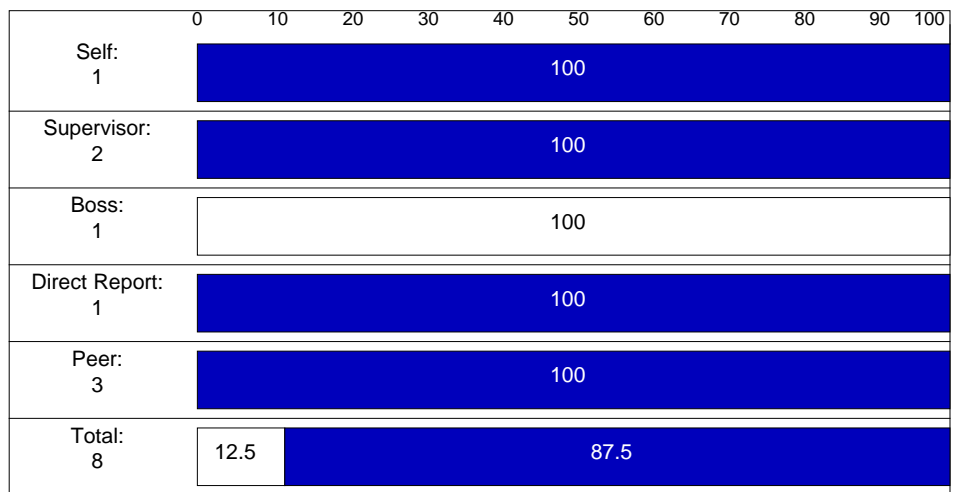
Goal Achievement



1. Establishes a vision, explores possibilities and opportunities and sets goals that are relevant, realistic and attainable.



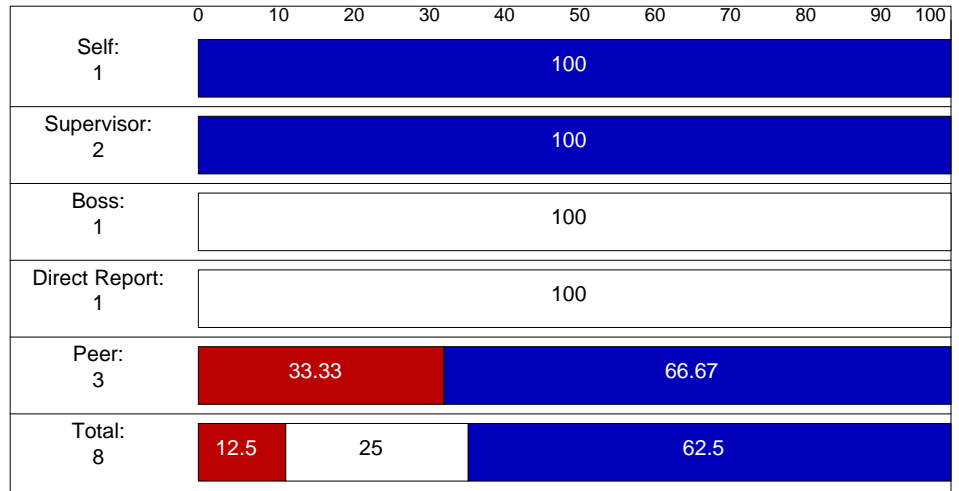
2. Identifies and implements required plans and milestones to achieve specific goals.



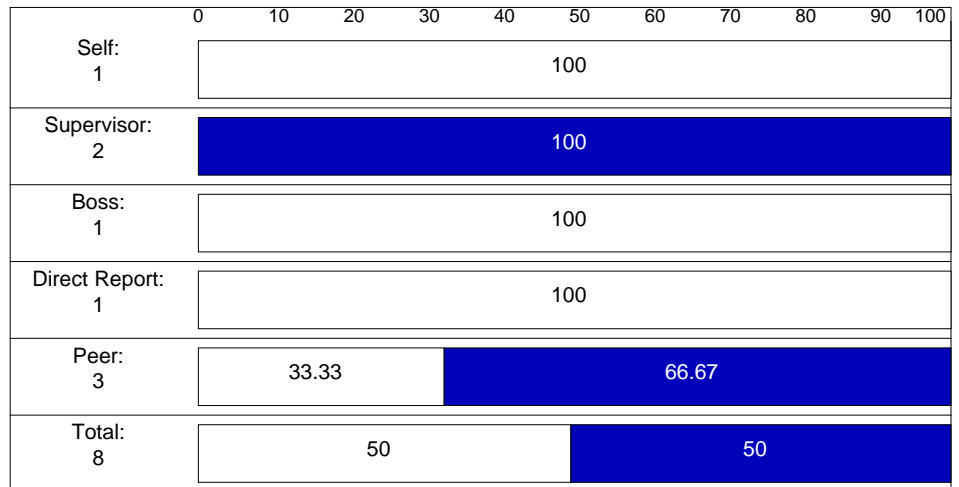
Leadership Development Sample

Date: 8/15/2007

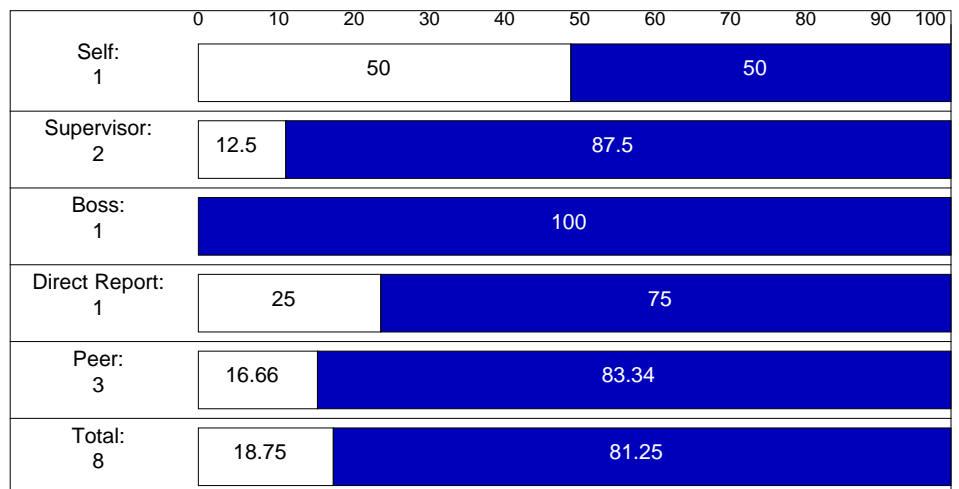
3. Uses teamwork effectively and initiates timely activities toward goals.



4. Despite challenges and problems, stays on target to meet goals.



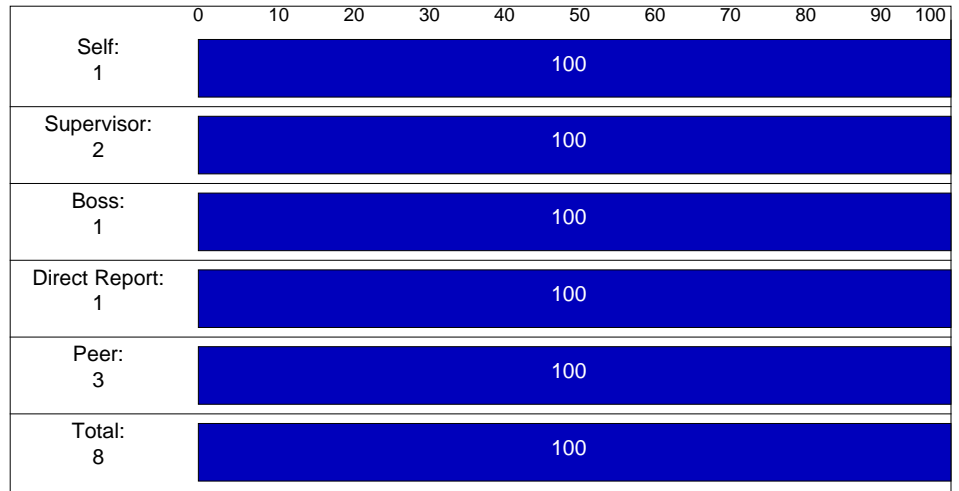
Personal Accountability



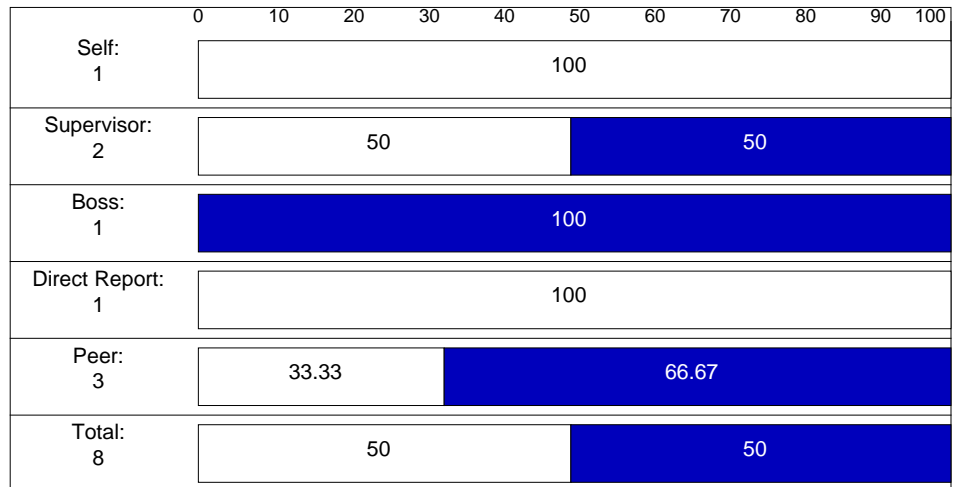
Leadership Development Sample

Date: 8/15/2007

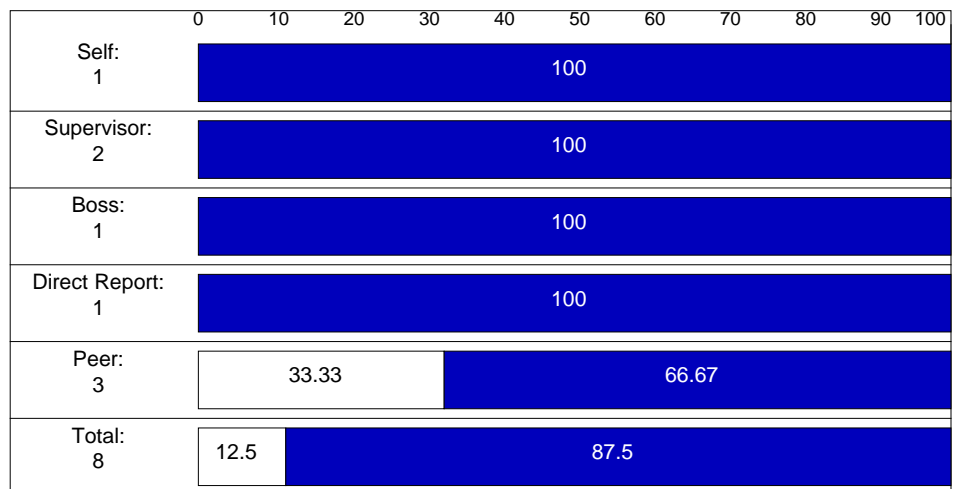
5. Accepts personal responsibility for the consequences of personal actions.



6. Avoids placing inappropriate or unnecessary blame on others.



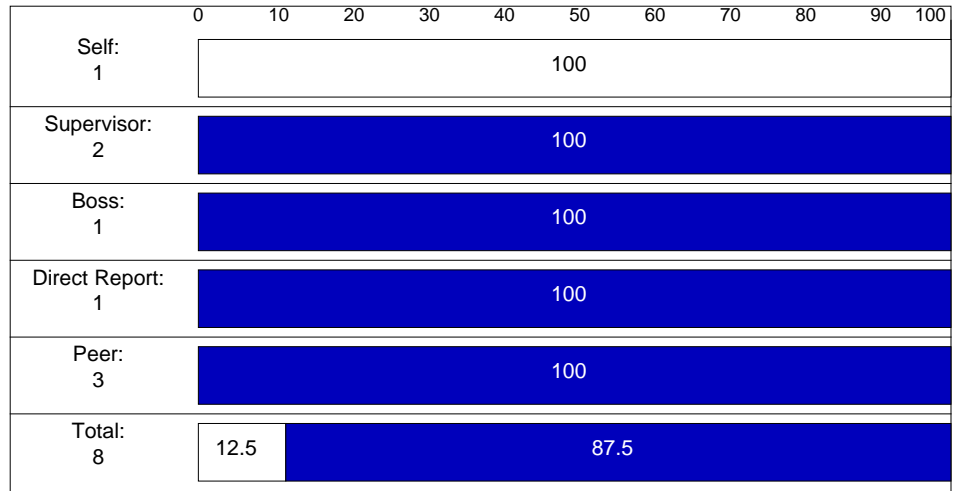
7. Stays committed to objectives regardless of the success or failure of personal decisions.



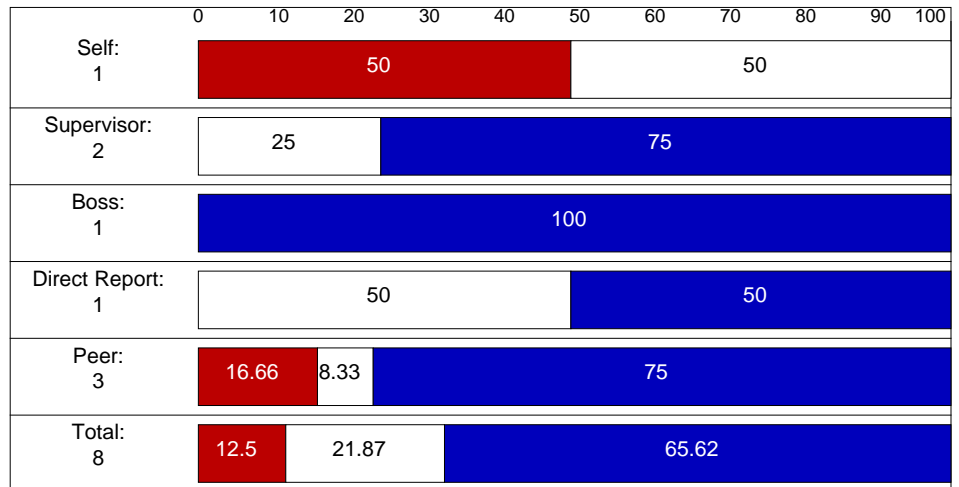
Leadership Development Sample

Date: 8/15/2007

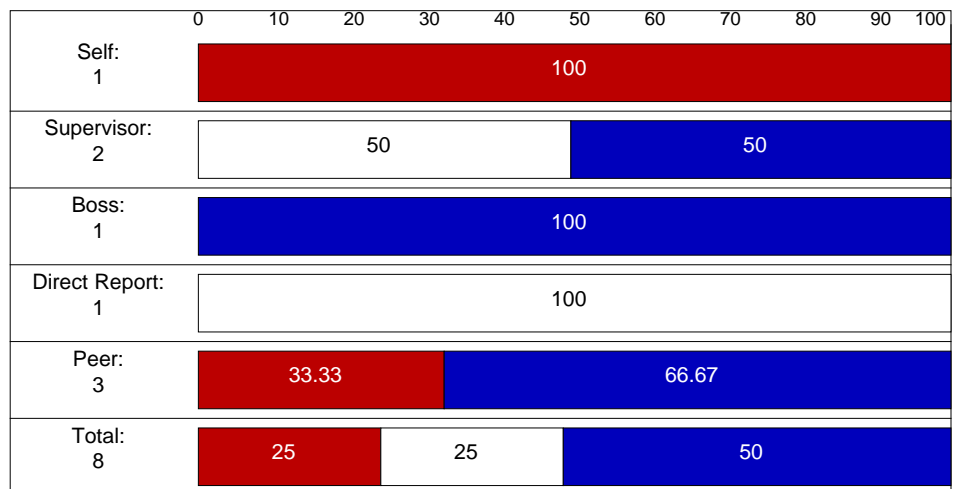
8. Examines "what worked well, what didn't and why" as lessons learned from past experiences to improve upon future success.



Interpersonal Skills



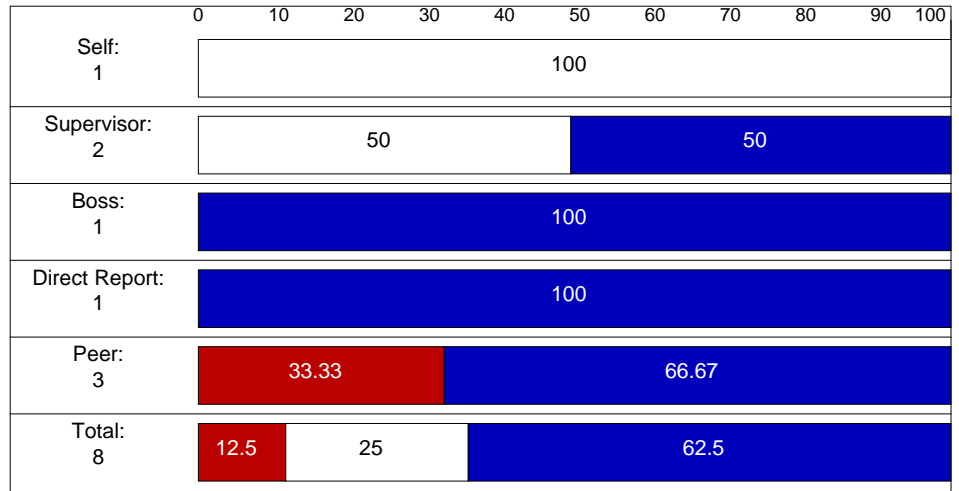
9. Initiates and develops relationships in a positive way, building collaborative relationships with colleagues and others around them.



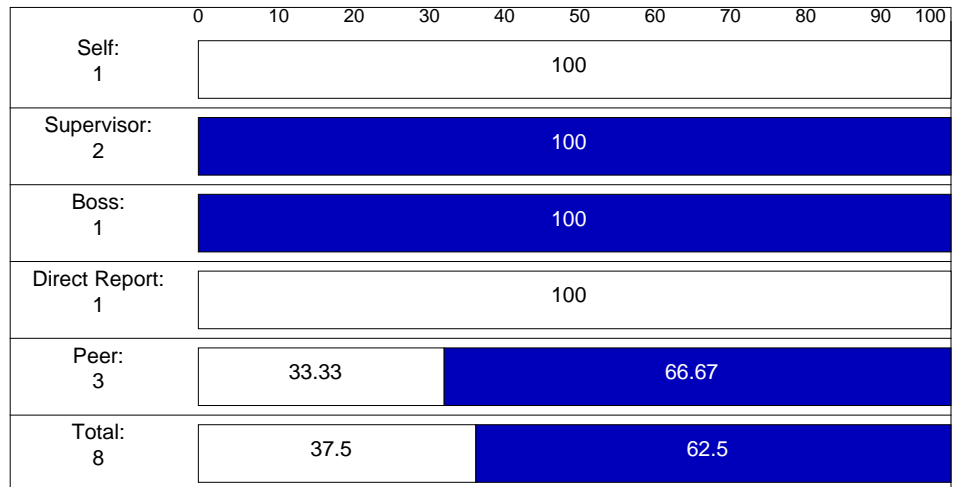
Leadership Development Sample

Date: 8/15/2007

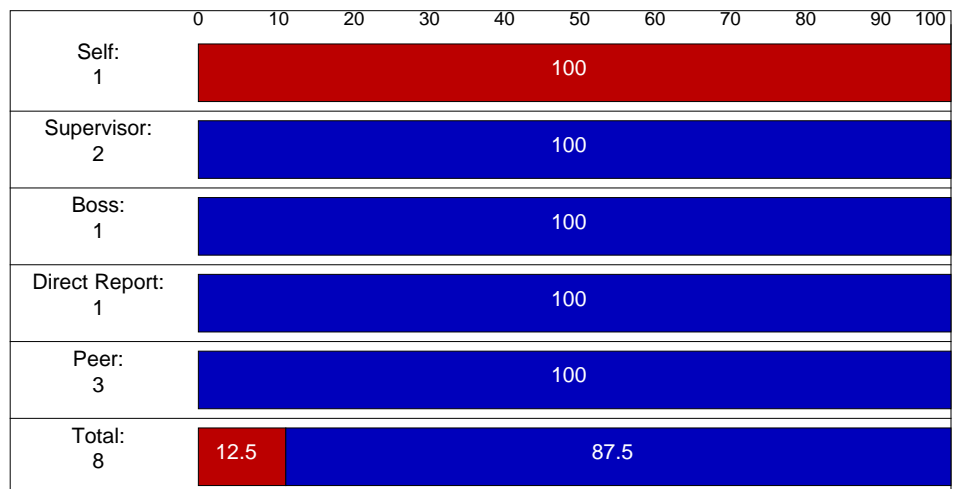
10. Is at ease in relating to and successfully works with a diverse range of people of varying backgrounds, ages, experience and education levels.



11. Actively listens to others and communicates with others in ways that are clear, considerate and understandable.



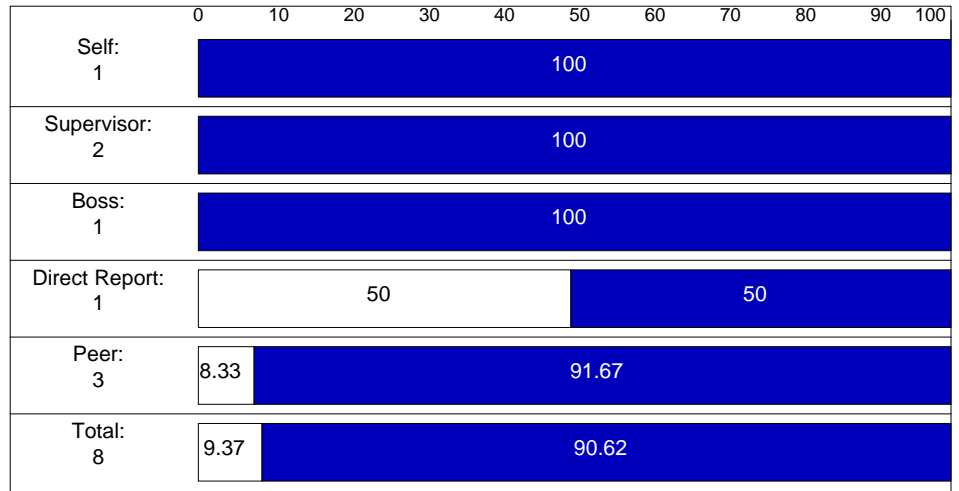
12. Manages conflict and achieves satisfactory resolution.



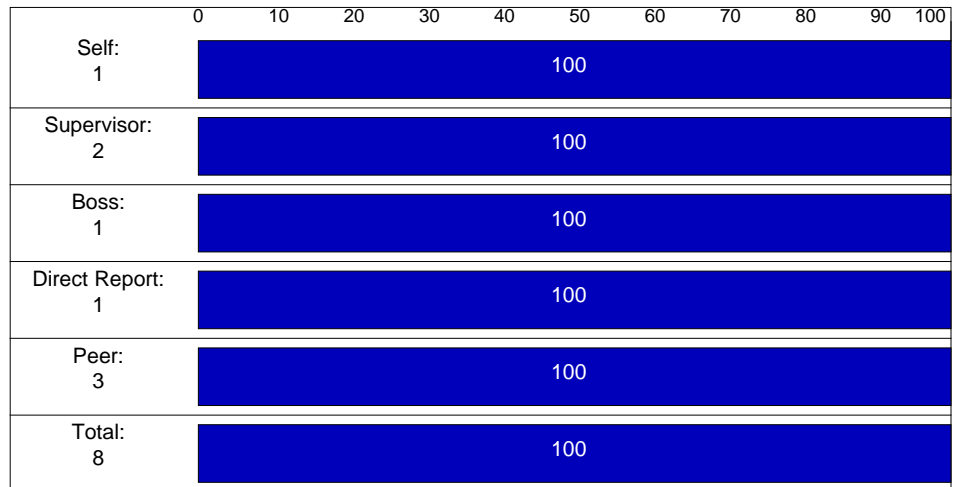
Leadership Development Sample

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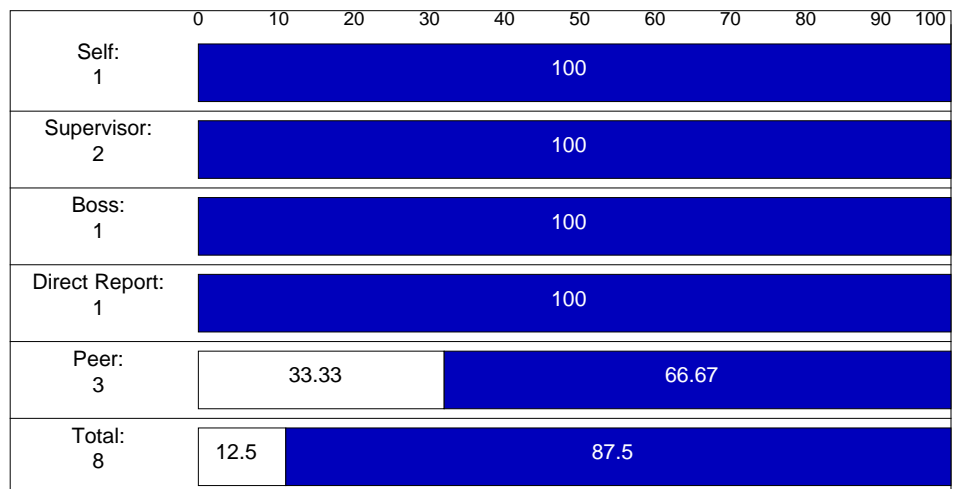
Self Management



13. Creates a vision, demonstrates values and sets priorities to meet responsibilities.



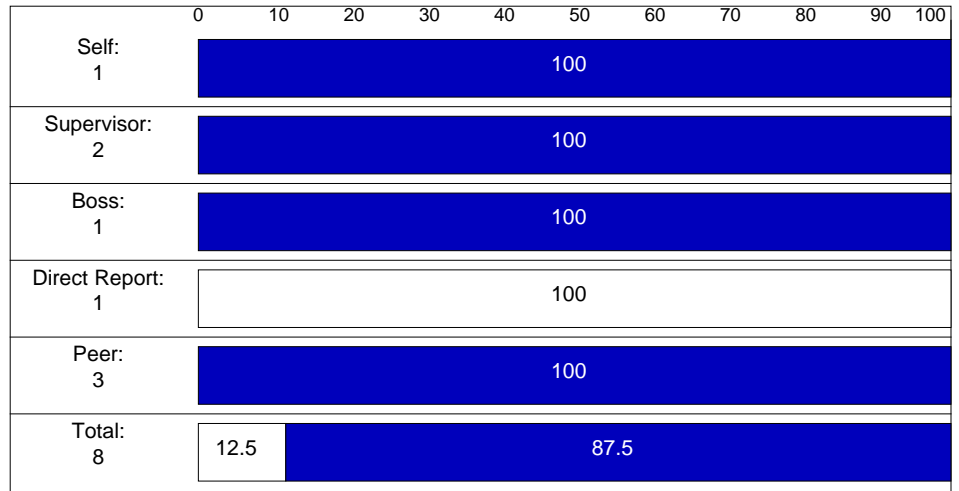
14. Maintains focused, efficient activity in pursuit of team objectives in an organized, innovative and independent manner.



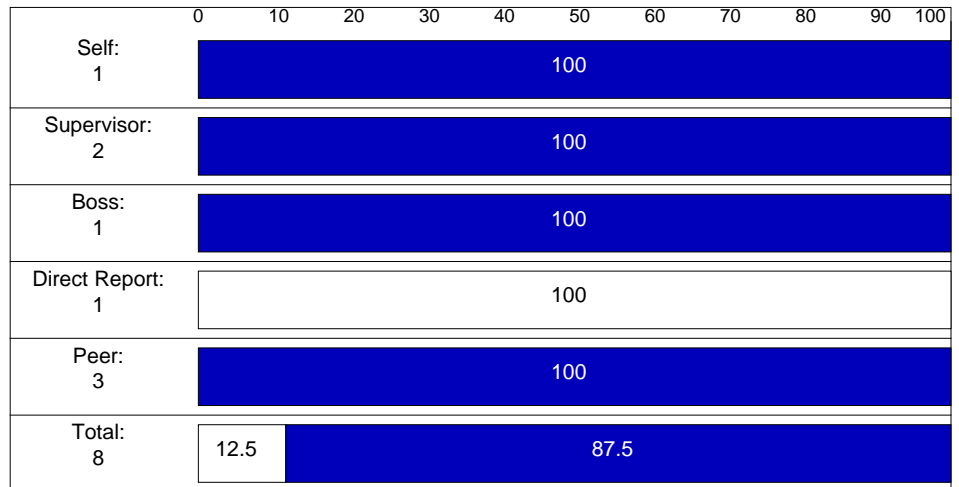
Leadership Development Sample

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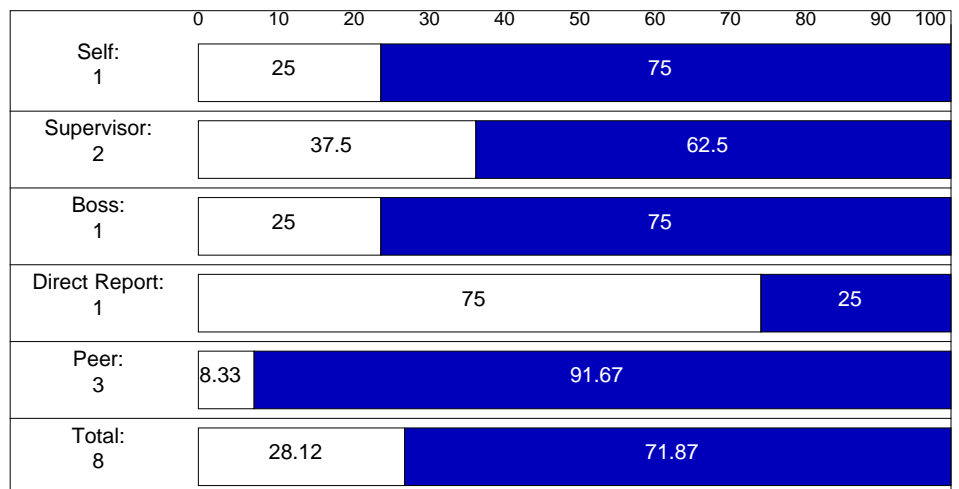
15. Engages in continual learning and self-improvement, is self-reflective, and eliminates time wasters in pursuing high quality work.



16. Maintains poise, composure and focus in periods of high stress.



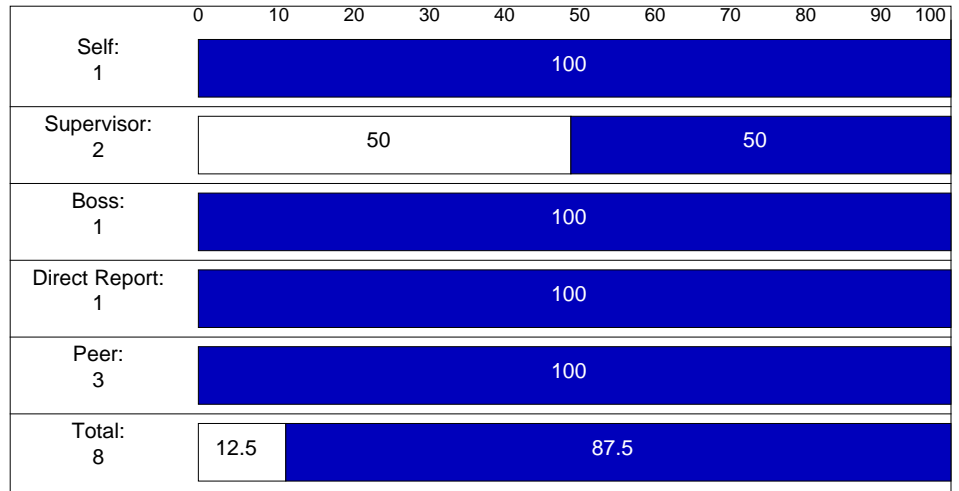
Influencing Others



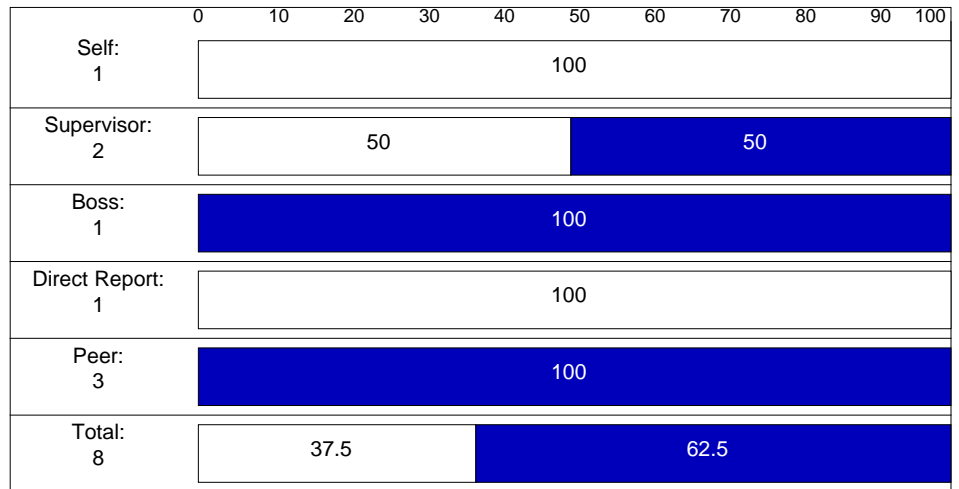
Leadership Development Sample

Date: 8/15/2007

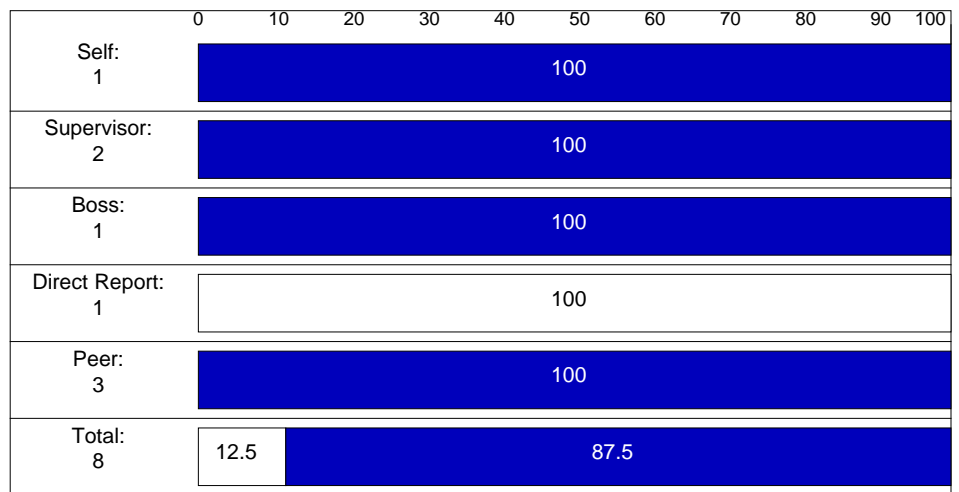
17. Effectively impacts the actions of his/her team and others around them.



18. Is a "team builder." Uses collaborative approaches to make decisions, initiate change and gain commitment from others around them to achieve desired results.



19. Analyzes others' opinions and helps others understand, accept and act upon desired alternatives.



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20. Persuades others in a positive manner, by listening to and accepting others, being trustworthy and demonstrating ethical behavior.

