

Washington State Council on Aging
How to identify a community leader

Does this person achieve through others? Does s/he:

- Welcome new and different ideas?
- Make choices and decisions in the best interests of the organization and its *entire* membership, even when s/he may disagree personally?
- Share the load and the limelight?

Is this person a strategic thinker? Does s/he:

- Explore possibilities to embrace creative and non-traditional approaches to growth and problem solving?
- Consider long term implications of decisions and actions?
- See the big picture and avoid becoming bogged down by minutia?
- Shift or adapt focus between what is and what could/should be?

Is this person a quick thinker? Is s/he:

- Stable under pressure?
- Able to spontaneously produce positive results on behalf of the organization under sometimes negative scrutiny by individuals and groups with whom the leader interacts?

Is this person knowledge grounded? Does s/he:

- Always seek and consider facts?
- Evaluate all available options?

Is this person a calculated risk taker? Does s/he?

- Appropriately balance caretaker and leader roles?
- Take carefully considered risks to achieve progress and successful outcomes?

Is this person decisive? Is s/he:

- Willing to make decisions and take actions to ensure continued forward progress and minimal delays?
- Avoiding inappropriate references to other leaders?

Is this person collaborative? Does s/he:

- Interact with others effectively to implement organizational activities or initiatives?
- Demonstrate collaborative rather than directive behaviors?
- Seek opportunities to bring individuals and groups together for shared outcomes?

Is this person a relationship builder? Does s/he:

- Proactively seek to collaborate with others and encourage others to be collaborative?
- Help others see shared goals?
- Solidify and/or improve existing relationships?
- Try to fix broken relationships with organizations and individuals who are important to the organization's success?
- Share the glory when successful & shoulder the blame when things don't go well.

Is this person an effective conflict manager? Does s/he:

- Helps those with divergent opinions find common ground upon which to build positive relationships and shared goals?

Is this person credible and convincing? Is s/he:

- Able to articulate positions and convince others to support those positions?
- A good negotiator whose reputation for fairness is known and respected?

Is this person a strong communicator? Is s/he:

- A strong writer, skilled speaker, convincing presenter?
- Articulate, credible and respected as a source of reliable information?
- Dependable and organized demonstrated by consistently fulfilling duties and keeping promises?

Does this person:

- Empower others to make decisions and take actions to facilitate timely achievement?
- Support and share knowledge?

Is this person:

- **Impartial** as demonstrated by proactively seeking multiple perspectives and ensuring all perspectives are heard, considered and respected?
- **Trustworthy** in that s/he is honest and impartial in dealings with everyone, respecting confidences, keeping promises?

Does this person have a leader's style and presence? Is s/he:

- Inspirational, charismatic, confident and influential with high energy, enthusiasm and a positive attitude that engenders support?