LEADERSHIP GIFTS AND SKILLS - EXERCISE

LEARNING FROM STRETCHING EVENTS AND SUCCESS STORIES

First part: Take a few minutes to connect to 3 real stretching events and situations that got you out of your comfort zone. Think for a example of a recent personal or professional difficulty, a conflict, an interaction with a difficult team member or authority, your first assignment in a new position, a time when you made a mistake…

Similarly reflect on 3 key leadership accomplishments and success stories (for example: project completion, a promotion, a good performance review, etc…). A template table is provided as a handout for you to complete your reflection.

- What personal competencies and strengths helped you manage these situations?
- What learnings did these events provide?
- What competencies were you called to develop?

Second part: Share your list of traits and competencies with a partner. Together try to add other elements that you believe are needed to effectively and successfully execute your leadership functions and navigate leadership challenges (you can recall key leadership figures who displayed certain skills and traits that you admire).

- Are the qualities you suggested fixed or changeable?
- What items on the list you compiled resonated the most with you?
- How do you feel about this list?

REFLECTION AND ACTION

Reflection: Choose one of the following tests and do them:
- Gallup's Strengthfinder
- The High 5 Test
- The Brief Strengths Test (you may be asked to create an account for free to be able to do the test)

What are your top 5 talents/strengths? Find a colleague who has taken the same test and discuss with him or her about your respective results. How can others' strengths complement yours in your leadership work?

Action: Find three opportunities in your workplace where you can exercise the strengths that the test helped you identify.

ADDITIONAL EXERCISES

To push the reflection further, you can take the time to search online for leadership competencies, read the suggested list summarized in the handout and go directly to the input section.