



Participant Responses

Leadership Qualities QUESTION:

In your experience, what one or two LEADERSHIP QUALITIES do you think are MOST important for building trust, strengthening confidence, and achieving new levels of contribution?

1. Ability to adapt to changing environments. - Change agent
2. Be committed and live your cause. - Trust in others. - Enable others.
3. Do as you say - Be first to show accountability and last to take credit.
4. Ensuring expectations are clear, measurable, achievable - providing opportunities for employees at all levels to lead/use their strengths and to feel safe making/learning from mistakes - leading by examples
5. Motivation and Example
6. (1) A fluency about the social issue being addressed, the organization's role within this issue and the contributor's role within the organization and (2) follow-through on commitments...no matter how small.
7. * Personal Integrity * Strategic Clarity
8. [1] genuine honesty (rather than frankness) [2] personal vulnerability
9. 1) The ability to engage a team 2) To establish a safe place with ongoing dialogue that allows for individual development.
10. 1) Leading by Example 2) Attentive Listening
11. 1) Maintaining and role modeling moral and ethical behavior 2) Taking time and/or finding ways to express interest in, and support for, your staff and employees work and achievements in the work place and in their personal lives when appropriate.
12. 1) Openness 2) Fairness
13. 1) Personal Integrity; 2) Modeling Desired Behavior
14. 1) respectful multicultural communication 2) actively seeking differing perspectives
15. 1. Ability to communicate clearly and honestly 2. Good humor and patience
16. 1. As a leader, you have to reach for the moon! Have a vision and set a goal. If your goal is high, you will achieve high goals not only by yourself, but with your team as well. 2. A Leader is not a person who has followers, but a trusting team instead!
17. 1. Be a good listener. 2. Respect the abilities of others.
18. 1. Clear and frequent communication underlies trust. Sustaining communication over time is difficult. 2. Transparency in all processes is the underpinning of trust. Transparency involves listening and "doing what you say you will do."
19. 1. Communication - frank, honest, straightforward. Being honest even if it's not what people want to hear. 2. Confidence in own ability; that needs to shine through to inspire others.
20. 1. Demonstrated ability to know how to analyze business system and function and respond to the ever changing environment not losing sight of accountability to all stakeholders. 2. Leaders taking ownership to decisions
21. 1. Do what you say you are going to do. Not just "roll out major initiatives" which means dump work on staff but follow up and follow through with underlings. 2. Do not shut down negative feedback as "afraid of change or naysayers"
22. 1. Having a VISION and being able to communicate it. 2. LEADING BY EXAMPLE is one of the best ways to prove to those you are leading that they can trust you to follow through on your commitments.
23. 1. Honesty 2. Competency
24. 1. Humility 2. Supportive, encouraging honesty
25. 1. Humanity (being a Human being in the relationships with the others) 2. Keep on promises
26. 1. Respect to people. I think respect is the ground of building trust, provoking positive emotions and motivating people to contribute to their best 2. Have trust in people. If you trust your people and their competence, they will feel it and again this

27. 1. Willingness to listen to those you lead; 2. Humility
28. A leader must exude genuine authenticity to show they are not leading from a pedestal but are part of the team working collectively for the greater good of the organization. The must also be a visionary who champions inspiration from others as well.
29. A leader must have a vision and be able to communicate that vision to others so that they want to embrace and support.
30. A leader today needs to possess authentic influence that inspires others to follow, to seek greatness in themselves and others, to think and act sacrificially and to do so with complete humility.
31. A leader, who believes, understands and practices staff engagement and has superior communication skills.
32. A personal practice for taking care of one's own reactions, emotional balance, center, and spirituality. Shared leadership with a team of insightful aligned professionals who believe in your mission. Belief in your own creativity.
33. A shared leadership style and flexibility to accommodate new ways of thinking or doing.
34. A willingness to be in great relationships
35. Ability to create a vision of where we are going and being just a little bit crazy....
36. ability to establish relationships, effective communications and listening skills, knowing yourself and your strengths
37. Ability to inspire and motivate team members to work together and contribute.
38. ability to inspire others honesty/candor/frankness
39. Ability to trouble shooting and problem solving and stay clam when crisis happen and lead the team. Take responsibility.
40. Accountability & Developing new leaders
41. Accountability and trustworthiness
42. Accountability Integrity
43. Actions of caring & support Coaching Performance feedback
44. Active listening Communication skills
45. active listening, the ability to "let go"
46. Adaptability Persistence
47. Adhering to a set of moral and ethical values
48. aligning mission with vision
49. Always keep the mission up front. Do not focus on the self but the purpose of your service. The goal. Make it about the mission not yourself.
50. an eye for spotting problems and caring personality
51. Appreciative Recognition and updates on what is new with an organization.
52. Asking for input and implementing ideas provided in new and existing practices.
53. Attitude, personal character Resilience
54. Authenticity
55. Authenticity - People can tell if you are not being truthful or fake. If you are authentic and live by your values, others will want to be with you. Growth - I believe that we must challenge our and our team's thinking and be constantly learning.
56. Authenticity & Transparency
57. Authenticity and Accountability
58. authenticity and commitment

59. Authenticity and courage
60. Authenticity and transparency
61. Authenticity and transparency
62. Authenticity, Credibility, Honesty
63. Authenticity, transparency
64. Awareness and open communication.
65. Be a good listener and be willing to compromise.
66. Be able to integrate personal philosophy about life into leadership and work - how they it is tied to decision-making, communicating, and management. Being human and fully present to the challenges and strengths people bring - work together.
67. Be able to understand what other people ask for Be inspiring
68. be honest and fair
69. Being in close contact with ones genius and demon
70. being a good listener
71. Being a good listener and commitment.
72. Being a good roll model and thinking outside the box.
73. Being a Person of your word Following through with what you say
74. Being Authentic
75. Being authentic Being passionate
76. Being authentic Being present, meaning to always pay attention (listen! and be aware of things that might come)
77. Being authentic, being clear on the vision.
78. Being direct and honest with all communications. Moral values (in business and professional life).
79. Being genuine and open to others' points of view are the two things that have helped me most - both on the leadership and follower side.
80. -being honest -strong and comfortable in your own skin
81. Being honest and straightforward.
82. Being Honest, delivering what you promise
83. Being inspirational, being very honest.
84. Being joyful and compassionate
85. being open and self aware, walk the talk
86. Being sincere in developing relationships with stakeholders. Demonstrating openness to followers and peers needs and ideas - engagement
87. being transparent, leading by example
88. being true to yourself
89. Being trusting; clarity of purpose of the organization
90. Building on people's strengths by "discovering, developing and celebrating what's different about each person who works for them." (Quote from HBR article by Marcus Buckingham, "What Great Managers Do").
91. building trust
92. Capitalization of Human Intellect; Social Responsibility
93. Character and authenticity
94. Character and Competence

95. Charisma and trust
96. Clarity and Alignment
97. Clarity of Communication Ethical behavior in all ways at all times
98. Clear and transparent communication Establishing and communicating priorities
99. clear communication establishing clear lines of responsibility and expectations
100. clear communication, reasoned judgment
101. Clear vision and enthusiasm to break through to achieve the goal.
102. Coaching Encouragement of Constructive Dissent (Candor)
103. Collaboration and Integrity
104. Commitment to Excellence Servant leadership
105. Commitment to the team and the organizational mission as displayed by listening, connecting and high impact effort.
106. Communication and Honesty
107. Communication and Integrity
108. Communication Decision Making
109. Communication Skills and Leading by example
110. communication, empathy
111. Compassion and confidence help get people to believe.
112. Compassion and Integrity.
113. Compassion and Love
114. Compassion Humble
115. competence communication skills
116. competence reward
117. COMPETENCE, TRUST-WORTHINESS, INNOVATIVE AND EFFECTIVENESS
118. Competent Inspiring Intelligent
119. congruence between actions and words vulnerability empathy
120. consistency Accountability
121. Consistency and Commitment to follow through.
122. consistency and fairness
123. Consistency and honesty
124. Consistency and the ability to listen.
125. Consistency Decisiveness
126. Consistency, integrity
127. conveying and executing a strategic vision
128. Credibility
129. Credibility To know you followers
130. Credibility, proven commitment to common good, drive
131. Deeply listening inclusion and collaboration
132. Demonstrating one's values by and through one's behavior.
133. Dependable and flexible and hardworking are among a number of qualities that go into molding a leader.
134. Developing relationship with people you work with; spending more time listening than talking (unless necessary).

135. Do what you request your team to do - "Walk the talk". Treat other same way you like to be treated. Maintain transparency and open door policy.
136. Do what you say you are going to do!
137. Education and training on strategic thinking Clear Communication skills and ability to engage others
138. El deseo de que la gente progrese
139. Emotional Intelligence covers them all
140. emotional intelligence vision
141. empathy
142. Empathy and open-mindedness
143. Empathy Respect
144. Empathy, intuition, and analytic rigor
145. encouragement
146. Energy, Consistency, forward-thinking
147. Establishing relationships and setting high expectations built upon relationships
148. Ethical Leadership Servant Leadership Truth
149. Ethics Follow through
150. ethics honesty
151. Experience in your own abilities and belief in others abilities of others.
152. Extending trust; nurturing and encouraging prudent risk-taking at all levels of the organization.
153. Faith Encouragement
154. focus on others
155. Generous Listening Instilling Confidence
156. Genuineness. Vulnerability. What the leader acknowledges he can't do is a premise for someone else to contribute what they LOVE to do.
157. Good listening skills; openness to new ideas from internal and external influences.
158. Grace & strong moral compass. Not just being; but doing- and being able to look yourself in the mirror every day. Knowing it's not about you. Leading by enhancing & promoting the talents and lives of those around you.
159. Having a clear sense of direction, VISION, is essential. If one is going to lead anyone anywhere, one needs to know where one is headed and why?
160. Having a good balance of what I call the Yin and Yang of leadership.
161. having a vision and ability to convey it to others; also, a personal brand or reputation for building alliances with others at all levels;
162. Having an agenda Ability to drive the agenda
163. Having integrity and responsibility for what you do.
164. Having integrity, honesty, being open minded
165. honest & inspiring
166. Honest and strait forwardness.
167. Honest feedback in a one on one setting not discussing team members in an "out of school" or behind their back manner.
168. Honest, Inspiring
169. Honesty

170. Honesty
171. Honesty / integrity within the leader and all the leaders business processes
Openness/transparency within all operations
172. Honesty and Accountability
173. honesty and being open with dialogue
174. Honesty and credibility
175. Honesty and Empathy
176. Honesty and Fairness
177. Honesty and Inspiring.
178. Honesty and integrity
179. Honesty and Integrity.
180. Honesty and listening
181. honesty and openness
182. honesty and straight forward
183. Honesty and Trust
184. Honesty and Understanding your personal values
185. honesty empowerment
186. Honesty Forward-Looking Competent Inspiring Intelligence
187. Honesty Integrity
188. honesty responsibility
189. Honesty Self awareness
190. Honesty Support/Servant Leadership
191. Honesty, consistency in leadership style
192. Honesty, consistency, good listening skills, fairness, fun, curiosity.
193. Honesty, discretion/confidentiality
194. honesty, integrity and character
195. Honesty, Transparency
196. Honesty/Integrity Consistency
197. Honesty/Integrity Self Awareness
198. honesty; keeping promises
199. Honouring others, being mindful
200. Humility -- being able to admit when you are wrong, when you don't know the answer and when your employees have taught you something important. Also, I think flexibility and an understanding of the importance of work/life balance are key qualities.
201. Humility & Accountability
202. Humility and skill sharing, and having the same expectations of yourself as you do of your staff
203. Humility and transparency
204. I believe that a leader should be able to: 1) Actively listen and , 2) Be decisive, in order to build trust, strengthen confidence, and achieve new levels of contribution
205. I believe that openness is the most important quality. Once people experience that you are secure and honest enough to be open, they know you are confident and can be trusted. They, in turn, will usually respond with openness and confidence.
206. I have always tried to lead by example. To build trust and confidence, one must show

that there is a shared experience and a vision to move the organization to a better place (whether financially, mentally, and physically).

207. I used to think that one trusts when one finds another trustWORTHY and that sincerity would form the foundation, but after recent events with some of my supervisors, I don't think people want to trust; they want to freedom without accountability.
208. I would have to say building trust and relationships.
209. In my experience, consistency and motivation have been the two qualities that I think have been the most important.
210. Inclusiveness communication
211. Inclusiveness and transparency
212. Innovation and communication
213. Inspire the people and lead with the example, do what you say always.
214. inspiring, flexible
215. integrity
216. Integrity
217. Integrity
218. integrity
219. integrity
220. Integrity
221. Integrity Consistency
222. Integrity Consistency
223. Integrity Impartiality
224. Integrity & dedication
225. Integrity & Effectiveness (Ability to deliver results)
226. Integrity & Transparency
227. Integrity (sincerity) Passion
228. Integrity Ability to delegate (and trust it to be done correctly)
229. Integrity Active Listening
230. Integrity and authenticity
231. Integrity and Character
232. Integrity and consistency/fairness
233. Integrity and courage
234. Integrity and effective communications
235. Integrity and Follow Through.
236. integrity and honest, open communication
237. Integrity and leading by example
238. integrity and listening
239. Integrity and Loyalty
240. Integrity and Loyalty
241. integrity and ultimate concern for people
242. Integrity and Vision
243. Integrity and vision.
244. integrity and vision-wish I could add the third, competency

245. Integrity and willingness to mentor/coach
246. Integrity Authenticity
247. Integrity Charisma Vision
248. Integrity Courage
249. Integrity Emotionally intelligent communication skills
250. Integrity Energy
251. Integrity Excellent Communication Skills
252. Integrity Friendliness
253. integrity humility tenacity
254. Integrity Innovation
255. Integrity Inspiration Inclusion
256. integrity listening
257. integrity listening/empathy
258. integrity passion
259. Integrity Respect
260. integrity The leader must be someone who can be trusted.
261. integrity transparency
262. integrity trust
263. Integrity Vision
264. Integrity, Clarity
265. Integrity, Compelling Vision and Intellectual Stimulation
266. integrity, experience
267. Integrity, Inspiration
268. Integrity, Modeling behaviours
269. Integrity, respect
270. Integrity, vision, and execution
271. Integrity. Clarity of goals.
272. Integrity. Having a well-articulated and understood set of values that guides how you lead. Fallibility -- not positioning yourself as all knowing but rather as a person who is always learning and sometimes makes mistakes that he/she can own up to.
273. Intelligence and empathy
274. Integrity and Active Listening
275. Internally, lead by example, nurture your help and volunteers be open to their suggestions & recommendations. Externally, Listen & learn.
276. just being your self
277. Knowing yourself and your vision for where you want to go
278. Lead by example & Respect your people
279. Lead by example and create an open line of communication for employees to share ideas, concerns, or suggestions for improvement.
280. Lead by example! Demonstration of leadership skills is key in getting buy-in to new ideas and changing the way people look at solving business problems.
281. Lead by example. Being a team player.
282. Leaders need to live in integrity, which means they are their word and their word is who they are.

283. Leadership by example
284. Leading by example Servant leadership
285. Leading by example Transparency
286. Leading by example, hiring good people, supporting them and getting out of the way.
287. Learning to say no. And yes to individuals who are willing to do the work, as you both strive to earn each others trust and confidence. One way streets don't work very long
...
288. listening & communication skills
289. Listening and feedback. Empowering innovation.
290. Listening and following up with active coaching/suggestions/idea sharing
Empowering individual action and willingness to assume responsibility when things go off course as a result of individual empowerment
291. Listening and having a vision
292. Listening and keeping to your word.
293. Listening at all levels of the organization
294. Listening Consistency
295. Listening Sharing
296. Listening skills, legitimate caring, reliable knowledge.
297. Listening skills, looking to the future, encouragement,
298. Listening to others, communicating that includes following-up and expectations of what is needed from everyone on the team; and walking the talk.
299. Listening Truth
300. Living one's personal values (e.g. integrity, respect, caring)
301. Loyalty & honor
302. Maintaining honesty and integrity as part of your makeup
303. Motivator and Patience
304. My ability to empower people My passion to make a difference and help people succeed
305. N/A
306. NA
307. Open and honest communication Leadership who are visionaries, allowing us to consistently move forward ahead of our competition which helps stabilize our company base, especially during such a difficult economy.
308. Open communication and transparency Humility
309. Open communication Clear direction (organizational)
310. Open communication Empowerment / delegation
311. Open Mindedness, Integrity
312. openness and ability to form relationships
313. Openness to new ideas Strong communications and listening skills
314. Openness, humility
315. patience in time
316. Personal humility and a genuine interest in coaching others
317. Personal Integrity
318. Personal integrity is critically important to leadership. Their actions impact the spirit,

values and integrity of those who they wish to lead. Superb communication skills are also critically important to internal and external constituency building.

319. Personal integrity, Deep empathy
320. Personal responsibility in every relationship Collaborative working
321. personal values ability to communicate
322. Positive Attitude,
323. PRESENCE AND COMPASSION
324. professional competence, organizational awareness and emotional and social intelligence
325. Professionalism and commitment to leadership
326. QUICK RESPONSE AND COOPERATION
327. Rapport & EQ
328. Receptivity and integrity.
329. Recognized as being honest Good listener
330. Relationship
331. Relationship Authenticity
332. Relationships, shared goals, communications, vision, commitment
333. Reliable, good communication skills
334. Requesting feedback from those around you, listen to what they have to say and ask them for their view on your opinions and approach.
335. Respect and "walking the walk" during times of innovation and change.
336. respect and communication
337. Respect for others Placing mission and your cause above your own personal gain
338. Respect Transparency
339. respect, genuine caring
340. role modeling, honesty and transparency, consistently communicating vision
341. Say what you are going to do and do what you say you will. Honestly look people in the eye, and genuinely listen to them.
342. Say what you mean, and do what you say.
343. Self awareness Authenticity
344. Self-Awareness
345. Self-awareness Integrity
346. Servant Leadership - selflessness, looking out for the good of others Vision - clearly articulating direction and staying the course even through difficulties
347. Setting Expectations Teaching
348. sharing knowledge and information; seeking information and feedback; using multiple and simultaneous methods of invitation for input
349. Sharing what is on your heart, a willingness to be transparent in all your dealings and encouragement, encouragement, encouragement!
350. Sincerity and passionate about the business/future
351. Sincerity Tact
352. Sincerity, Open communication
353. -Someone who invests in her/his team's development by understanding their motivators -Honesty and being able to involve your team in a shared vision for success

354. Someone who promotes organizational values through ethical leadership behaviors.
355. Subject Matter Expert Strategic & realistic plan in place
356. Taking real interest into your employees.
357. Technical and Strategic Competence Building and Maintaining positive working relationships
358. The ability to create a shared vision and effectively communicate that vision with internal and external stakeholders.
359. the ability to create shared vision and shared values Integrity
360. The ability to inspire others to excellence, the wisdom to cheer them on and the ability to say thanks in meaningful and sincere ways.
361. The ability to listen
362. The ability to listen and engage stakeholders and clients. This allows a leader to build trust and a partnership.
363. The ability to listen, with authenticity, to those you are charged with leading. Willingness to engage, within the organization and across its boundaries, to learn and build with others.
364. The ability to put all situations in context.
365. The two Leadership Qualities to build trust, confidence and contribution are dependability and honesty.
366. Time invested in employees on a regular basis. Giving opportunities for employees to be successful.
367. To be clear and share the mission and vision of the company. To listen to all levels within the organization, most of the time good ideas come from where the action is...
368. To be Congruent of what you say and what you do
369. To build trust a leader must be Authentic and have integrity
370. to guide people
371. to walk the talk and authenticity
372. transparency
373. Transparency
374. Transparency & Empowerment
375. Transparency (walking the talk) and role modeling expected behaviors
376. TRANSPARENCY AND ACCOUNTABILITY
377. Transparency and communication are crucial to successful leadership. Too often, behind-the-scenes politics can split members of a team. True leaders build confidence when they put issues on the table for all to address.
378. Transparency Awareness
379. Transparency honesty
380. Transparency Integrity
381. Transparency Integrity
382. Transparency Rigor with Alignment all leading to Operational Excellence
383. Transparency, consistency Excellent listening skills
384. Transparency/integrity Ability to inspire
385. Transparency, Communication
386. Truly caring about the people you lead and about helping them to be the best that they can be.

- 387. Truly caring about the well being of your employees
- 388. Trust
- 389. Trust & consistency/character
- 390. Trust and open-mindedness (risk-taking)
- 391. Trust, staying a strong leader through tough times.
- 392. Trust, strengthening confidence, and achieving new levels of contribution.
- 393. Trusting your teams, giving praise and recognition
- 394. unsure
- 395. Vision and Persistence
- 396. Vision and transparency
- 397. Vision Honesty
- 398. Visionary inspiration setting an example - Espousal
- 399. vulnerability with others inclusion of others in planning, using their individual strengths
- 400. Walk the talk Be brief and simple Always focused