



BEING a Leader LIVE! *proudly presents...*

## WOMEN of SUBSTANCE: Shining Our Light

Brought to you by the [Frances Hesselbein Leadership Institute](#) in partnership with the [Global Dialogue Center](#)  
Hosted by Debbe Kennedy in partnership with Frances Hesselbein.

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## PEER-to-PEER Knowledge Sharing Insight, Wisdom, and Contributions from Participants

At registration, we ask different questions each time for each of our dialogues. For our WOMEN of SUBSTANCE webinar, we chose three themes centering on *Shining Our Light*.

1. In your experience, have you known a leader who always seemed to "shine their LIGHT" on whatever they were doing? What qualities stood out?
2. How are you "lighting up the world"? (*Think about the good you do day-to-day in big and perhaps seemingly small ways...*)
3. What advice would you pass on to other women or men about "letting your LIGHT shine" as a leader?"

This document provides a summary of the responses we received from around the world.

We encourage you to read through them. Together, they represent a global, cross-industry/cross-sector, peer-to-peer knowledge exchange from leaders and innovators from over 32 countries with over 775 responses were shared that represent well over 1000 ideas and insights to take home. You will find the responses insightful, validating, and inspiring.

In your experience, have you known a leader who always seemed to "shine their LIGHT" on whatever they were doing? What qualities stood out?

1. A genuine concern for others
2. A truly caring spirit and a passion for the message she was sharing.
3. A woman I work with is a perfect example to me of intelligence, poise, confidence and kindness. She is always able to make people feel at ease, and never says an unkind word about anyone.
4. Ability to inspire others
5. Ability to work well with a diverse group of people and personalities.
6. Absolutely. Humility, poise, ability to make people feel important, and open to new ideas/people. etc
7. Always willing to ask the hard questions
8. Amy Novak, President of Dakota Wesleyan University, is truly someone who has let her light shine brightly upon her church, her family and the community of Dakota Wesleyan University by leading with care, compassion and integrity.
9. An industry friend, Jackie that always leads with a positive attitude and energy. She motivates her team and exudes a work ethic that is inspiring. She is a role model, mentor and loyal friend.
10. Anita Roddrick from the Body Shop and woman in charge of developing a tour program at Roy Thomson Toronto. Qualities: Focused, Energy, Belief and Joy, Strong Work Ethics, you were heard, certain behaviors were not tolerated and there were consequences
11. Articulate a vision, encouraged creativity
12. Authenticity
13. Authenticity honesty vulnerability- they let people in and didn't pretend to know it all
14. Authenticity!
15. Being direct and listening.
16. Being fully present, receptive and curious--being more interested than interesting
17. Brilliance, thoughtful, passionate, caring
18. Calm, insightful, careful listener
19. Calmness, clarity, and graciousness
20. Charisma, follow through
21. Clarity - Pose - Tact
22. Command of authority
23. Communication
24. Communication style, confidence
25. Communication, listening
26. Communication, *Servanthood*, heart, willingness to stand up for what is right, generosity, etc.
27. Compassion and humility
28. Compassion, empathy, lead by example, direct, inspire others to succeed and be productive
29. Compassion, vision, consciousness of the people and their needs
30. Competence and interpersonal skills stand out.
31. Confidence
32. Confidence
33. Confidence

34. Confidence
35. Confidence and calmness
36. Confidence, courage, positive attitude, self motivation, goal directed.
37. Confident and passionate. Able to listen.
38. Confident Wise Intuitive GREAT People Skills - Present in each conversation
39. Confident, volunteers, shares her knowledge, she uplifts everyone that comes into her life, is respectful of all and she is humble so very modest of her success without arrogance.
40. Credibility, honesty, integrity, the ability to inspire
41. Dedication and empathy
42. Determined. Eager to give knowledge as well as gain Knowledge.
43. Discipline, open mind and confidence in the staff
44. Dynamic, soulful energy clarity of thinking integrity humility authenticity
45. Emotional intelligence and social intelligence
46. Empathy
47. Empowering team to win. Charismatic personality. Attention to detail but can see big picture with clarity.
48. Energy, excitement, focus, direction, attainable goals.
49. Energy, intelligence, credibility
50. Enthusiasm, clarity of vision and inclusiveness
51. Enthusiasm, Determination, Responsible and Innovative
52. Enthusiasm, energy, someone who could build the dream.
53. Enthusiasm, optimism, care for others
54. Enthusiasm. Dedication. Perseverance. Thoughtful.
55. Ethical (honest); knows how to delegate (doesn't do all work themselves)(recognize strengths of team members); good communication skills; appreciative of others hard work.
56. Excellent communication positive dynamic inspirational
57. Excellent communication skills and emotional and social awareness skills.
58. Fairness, Intellect, Vision
59. Focused. Results orientated. Good relationships with all levels of employees
60. Generous in crediting others for accomplishments.
61. Genuine
62. Genuine care for others, real interest in others' well-being, growth, success
63. Genuine interest in people Gives hope Positive and confident
64. Gina McCelod - WIN Leader/Deloitte Gina possesses the following characteristics: Dominance Enthusiasm Social boldness Self-assurance
65. Good listener, visionary, compassionate, focused
66. Good listening and empathy
67. Gracious and calm
68. Great listener | able to recite back w/ understanding 2. Doer | able to put into action & lead by example 3a. Proactive | anticipates the need/is prepared with a few solutions 3b. Great Reactively | uses a solution best for all not just quick
69. Grounded vision
70. Hard work and perseverance.
71. Having worked personally with Frances, I always felt motivated to try because of my personal feelings for her. As an incredible leader, her presence motivated me to work harder and stay focused because she deserved my best. It's something I try to mirror.
72. He is well organised, persuasive, good interpersonal skill
73. He recognizes others for the work they do which shines the light on his projects. He is always

- giving credit and compliments to others.
74. Her knowledge of the matter at hand and her ability to find information if she didn't know. I also noticed her willingness to admit when she didn't know the answer, but she was always willing to find what you needed. She was professional and pleasant.
  75. Honesty
  76. Honesty
  77. Honesty, accountability, humbleness
  78. Honesty, transparency and integrity
  79. Honesty, professionalism, enthusiasm, warmth, grace
  80. Humble and Inclusive behavior.
  81. Humbleness and praise for those who assisted;
  82. Humility, strength, soul evolved, willingness to share and think outside the box
  83. I always saw the good they were doing and I assumed that they were extremely busy because they had a lot going on.
  84. I have known such a leader. They are most often cheerful and always inspirational.
  85. I have seen some who did "Shine the light" but consistency was a major issue. On a particular work effort, I saw them shine, then they got promoted and then there was NOT the same person any more.
  86. I haven't had the pleasure of knowing such a leader yet.
  87. Inclusion; willingness to share with anyone; ability to speak into the hearing of whatever level person; taking whatever time is needed--no sense of urgency to cut off conversation; willing to tackle difficult issues head on
  88. Inclusion, listening, empowerment, trust, positive energy, organized and composed.
  89. inclusive inspiring passionate
  90. Inclusiveness.
  91. Inspiring, authentic
  92. Integrity
  93. Integrity and authenticity
  94. Integrity, Authenticity, Cared about developing others
  95. Integrity, hope, determination, sharing knowledge and mentoring.
  96. Integrity, Humility, Excellence, Passion, Authenticity, Respect, Collaboration ... always a purpose that benefits others, willing to take risks, value the gifts of others, embrace those connected, move forward, & teach others to do the same.
  97. Integrity, passion, creative visionary, "failure not an option," always thinking an idea ahead
  98. integrity, positive in face of un-deniable challenge
  99. Integrity, Calmness and sense of humor
  100. Integrity. A sense of peace. Belief --
  101. Intelligence and using it for thought leadership; sense of humor; visionary; big ideas grounded in reality.
  102. Interest in the smallest details as well as the biggest flash! ALWAYS treated everyone with dignity and respect, regardless of position...learned people's names and genuinely cared about people ---gave them tools to fulfill their dreams.
  103. It's very rare to find that, I honestly have to say - I've seen it -- but unfortunately I didn't work for them.
  104. Jesus Christ - I can't say enough about Him. For a human, I would have to say our current executive director. He takes the time to explain why.
  105. Joy Kelly of Jacobs Technology
  106. Kindness, caring, compassionate

107. Kindness, empathy, humility
108. Leaders who shine their Light are terrific positive communicators and People Managers not losing sight of overall Business goals.
109. Let me think of a guy and a lady leader who both were focused on their targets and understood to make us enjoy to work for the same targets until the last day of the year to achieve these. Outstanding qualities: open, positive, drive to achieve, motivating
110. Linda Dwight
111. Listening skills and the fact that they understood the problem right away or asked the right questions to find out more information.
112. Listening to understand, tamp down the ego
113. Love, empathy and compassion
114. Love, inclusiveness, patience
115. Marian Wright Adelman, founder and director of Children's Defense Fund - her passion and tenacious attitude, her many accomplishments.
116. My fellow student leaders that I recently met at The Hesselbein Student Leadership Summit always shine their light on anything and everything they do. Their qualities of dedication and motivation stand out most to me.
117. My former director was a beacon of light! Her genuine care for the adult nontraditional student always stood out. She touched the lives of many students over the 35 years she was in education.
118. Networking
119. Not being afraid to fail, constantly learning, eager to learn and experiment.
120. Not really. I find people in our times to be more self-involved and cannot pinpoint any one leader that shines right off.
121. Objective, focused on the positive vs. problems
122. Open and honest
123. Optimism, a belief in the goodness of people, a "can do" attitude and sense of fun
124. Passion
125. Passion for the work, positive attitude; ability to rise above the troubles of today and look towards the future.
126. Passion for what she did and confidence in her position
127. Passion, commitment, a willingness to listen to other perspectives
128. Passion, commitment, integrity, optimistic and aspirational with a dose of pragmatism.
129. Passion, dedication, integrity, commitment
130. Passion, enthusiasm, believed in what they were doing
131. Passion, Sense of Humour, Communication, empower and inspire others.
132. Patience passion shared their vision expressed need for action
133. Patience, kindness all the time, selflessness, happiness, popularity (always sought by all and loved by all), wisdom in their dealings with others, and most important humbleness and humility.
134. Patience, mentorship, humility, team work
135. Personable, knowledgeable, tolerant
136. Personal integrity Profound knowledge of human nature Desire to serve a higher purpose Self assured
137. Positive attitude
138. Positive attitude and strong conviction...but not locked in. Always wanting to learn.
139. Positive attitude, encouragement, focused

140. Positive attitude. Problem solver. Challenged by difficulty
141. Positive attitude; empowering others.
142. Positive attitude; forward thinking; asking what can be learned from all situations
143. Positive, team-builder, listener, implementer, laughter, decider.
144. Positivity
145. Pride in the team; sharp focus on the vision; keen knowledge of the need; made herself topic expert
146. Professionalism Positive attitude compassion candidness
147. Professor Muhammad Yunus, the founder of Grameen Bank is a remarkable wise and innovative person for me.
148. Putting "doing the right thing" ahead of personal gain.
149. Qualities that stood out were genuine kindness and compassion for others. Their willingness to share information & experiences for the good of others. Their ability to be a leader, to take charge and finish the mission.
150. Real commitment and passion to the task at hand. No mediocrity; always striving their best in anything they do as well as caring about it. Even small things matter.
151. Respect
152. Respect for everyone
153. Richard Branson - passion
154. Secure self-identity; respect for others; higher level of consciousness; emotional intelligence
155. Sense of purpose empowering visionary electric
156. Sense of urgency, consistency, passion from within, inspirational communication skills, open attitude/approachable.
157. She remained strong in the face of adversity and helped encourage others.
158. She used an appreciative approach during coaching and mentoring conversations and activities.
159. Sincerely caring
160. Sincerity, forward thinking, connectiveness to community, God centered
161. Some of the best leaders in my life were normal! They were down-to-earth, real people that didn't seem so far away during interactions. They actually cared how their people were treated and gave them the autonomy to make decisions.
162. Someone who's really on top of things. Someone who elicits a can do/want to do attitude from others.
163. Strong Network Approachable Global Wide range of Business knowledge
164. Such leaders are visionary, highly regarded, possess impeccable integrity, and always convey the positives no matter what the challenge.
165. That they shone their light on others and communicated the we not me accomplishments.
166. The "light shining" came from her presence - always a smile and calling people by their name. This leader had a way of bringing the broader ideas and impact to the conversation that made the work we do very fulfilling.
167. The ability to connect with people and the intentionality of their speech.
168. The ability to develop and encourage others
169. The ability to empower her team.
170. The ability to listen first.
171. The emphasis on the impact of what was being done rather than on the doing of

- whatever the person was talking about. "it's not able me it's about what we accomplish' type approach
172. The great leaders I know have passion and enthusiasm for what they do. They aren't afraid to let you or everyone else know what they're up to and they try to recruit you into joining them.
  173. The leaders I know who really shine are those who are always learning, are committed to personal development, who are emotionally intelligent, care deeply about people and are positive in their speech and outlook on life.
  174. The qualities of a leader that speak most influentially to me are those of inclusiveness, relational, and the ability to empower those around you.
  175. The qualities that stood out were compassion, trustworthiness and viewing people as the most valuable asset to their success.
  176. The qualities that stood out were, she was always pleasant and had something nice to say, she was diligent, hard working, focused, always willing to teach/mentor, believed in ongoing education.
  177. The time they would take with those around them to make sure they had the tools and information to also be successful.
  178. The way they connect to those they serve and instill passion in them.
  179. Their ability to listen, draw ideas out of others, and foster growth.
  180. Their ability to praise the work and give credit where it was due (not be self seeking)
  181. Their clear vision Their focus on others Their energy and optimism
  182. Their compassion for people and the individual's circumstances.
  183. Their passion to help others, curiosity, and intelligence.
  184. Their enthusiasm, passion, knowledge and skills
  185. Their willingness to share their "light" with others.
  186. These leaders appreciated the assets and skills of those around them and incorporated these into what was being done collectively.
  187. These people are 'Present' to others, smile and focus on whomever they are dealing with. They also treat everyone with respect and as appropriate offer stretch goals with support provided so others may grow professionally in a successful manner.
  188. They are creative and able to articulate their message to various audiences.
  189. They have focus, clear vision and are "present" and engage with people in the organisation
  190. They inspired others to use their talents and take risks.
  191. They listened first Passion Integrity And their name is Julie Eades
  192. They were always very vocal and showed great confidence in the way they carried themselves. This leader most importantly always had a positive aura that seemed to be contagious to those around them.
  193. They were focused and in the present moment.
  194. They were focused on inspiring the best in others--not focused on themselves.
  195. They were honest about the good places and the hard places. Had a passion for what they do, humility and integrity.
  196. They were leaders who focused on getting things done but also provided others opportunities to shine. So I guess they "shined their light" on others.
  197. They were patient, passionate, and knew exactly how to delegate that passion with others. Not just delegating tasks, but delegating true inspiration to do your best.
  198. They were poised and seemed peaceful.

199. They were positive, energetic, and inclusive
200. They were thoughtful, respectful of all people and acted- did not let something get lost in group think or fade off. Addressed issues and promoted change effectively.
201. They were willing to share their knowledge with the younger generations.
202. This person see possibility in everything and does not focus on the negative but looks at all the positive in life (but not in a naive way)
203. Transparency
204. Transparency, integrity, strong work ethic
205. Trust in their people and positivity
206. Trust Integrity Authentic
207. Unfortunately not
208. Unfortunately, no!
209. Unfortunately, not really. Maybe I'm not running in the right circles but leadership is pretty depressing, as is our passive and lazy citizenry.
210. Unwavering confidence and joy.
211. Very few, honesty, integrity, clarity, and candor
212. We have recently elected a new member of Congress in our area - Janice Hahn. She is clearly working hard in DC and in her district. Each week she emails an informative newsletter with photos about her efforts. It's informative!
213. What stood out to me was his ability to have an understanding of all aspects of the departments he supervised.
214. When I think of a leader who "shines their light" I think of having religious qualities initially but then when I think of actual volunteers I think of the ones who didn't shine their light as much as humbly preformed above and beyond expectations.
215. Yes
216. Yes - confidence, great communication and people skills
217. Yes - honesty in providing constructive feedback; sponsorship of helping you elevate your career
218. Yes -- passion, enthusiasm, positivity
219. Yes - qualities included personal integrity, approachability, confidence.
220. Yes - real care for people
221. Yes - their compassion, kindness and thoughtfulness for the people around them.
222. Yes - they have core values that drive their motivation. Also they speak more to accomplishments that benefited their organization or others more than themselves
223. Yes, humanity and curiosity
224. Yes, I have and I learn from them. The qualities that I most admire are the passion, ethics and commitment that shines out. This is something that I want to show.
225. Yes, I have, and the one quality that I observed as most impressive was their integrity.
226. Yes, they always listen before they speak and ask questions for clarity
227. yes- they were persistent, confident, positive , open to feedback
228. Yes! I have definitely known leaders who " shine their LIGHT", and precisely the quality that stood out the most was their willingness to spread that light to others.
229. Yes! Positiveness, Resilience, Integrity, Having a clear and powerful good vision and mission, determined and always walk the talk
230. Yes! The qualities: Optimism, level-headedness, reasonability,...AND results oriented!
231. Yes, although they are not always easy to find. A teacher I had in grade school, Sister Carole, always led with kindness, enthusiasm, yet a gentle discipline when necessary.
232. Yes, and I would say her quality is guidance.



233. Yes, and the qualities that stand out to me was their ability to listen to other people and to include other people (both more senior and less) in looking for solutions.
234. Yes, determination, honesty and competence.
235. Yes, enthusiasm, respect, inspiring.
236. Yes, he seemed always to be focused and constantly reading in order to remain on the cutting edge of whatever he was doing. He also had his ear to the 'ground' listening to and absorbing teaching from others that he considered wise and wiser than he.
237. Yes, her name is Frances Hesselbein. She shines her light in everything that she does. Her speaking, writing, example== tenacity, longevity inspires all of us and anyone who reads or hears her words. Her" intention to" serve is paramount.
238. Yes, I have know a few leaders who shine their light. These leaders stay positive and keep a positive attitude even when things are rough and they are stressed. They inspire others to stay positive, too.
239. Yes, I have known such a leader. This person is confident and well-spoken. People listen because this person commands the room. This person is also "grounded" and not caught up in the materialistic world in which we live.
240. Yes, many. The quality that stood out that they all share is a positive attitude.
241. Yes, my manager who always knows how to guide her team in uncertain times. She is consistently transparent and supportive.
242. Yes, my supervisor that retired last September. He was always fair to his employees ,treated them with respect, and was always true to his word. He always wanted his employees to succeed and to grow as individuals.
243. Yes, that world-famous woman focused completely on the person to whom she was speaking, making her feel like the most important person in the world.
244. yes, the desire (and ability to articulate it) to benefit many, many people. Thinking big in terms of impact.
245. Yes, They shared their experiences as they as took the time to explain things
246. Yes, they were energetic, passionate and often charismatic
247. Yes, this person had such a generous spirit and reached across organizational boundaries to share tools, resources and development opportunities.
248. Yes. Qualities were genuinely enjoying their work. Sharing their knowledge/expertise. Wanting you to succeed
249. Yes. The ability to engage, through narrative and sometimes other media, me in the possibilities and the potential of what they were doing.
250. Yes. Knowledge, direction, vision
251. Yes. Positive attitude, inspirational, provide positive feedback and opportunities for development
252. Yes. She was assertive and compassionate at the same time.
253. Yes. That leader to me was my mother. At a very young age I watched my mom take on the world by raising four children on her own. She was also a Cub Scout Master at our church. I wanted to follow in her footsteps so I became an assist scout master.
254. Yes. The leader always seemed to care about everyone whom they interacted with; had a positive perspective and upbeat personality. They met challenges head-on and were excellent consensus and team-builders.
255. Yes. The leader that I am thinking of was completely comfortable NOT knowing all of the answers and seeking the advice and opinion of trusted colleagues.
256. Yes. Compassion, empathy, self-awareness, authentic.
257. Yes. Determination, Optimism, Vision

258. Yes. Grateful, Faith - Positive attitude. Genuine.
259. Yes. I can see confidence and a glow of positive energy.
260. Yes. Integrity.
261. Yes. It's the President of my organization, Community Action, Nabila Idris. Her quality of making swift and sound decision making and her networking ability stands out.
262. Yes. She was an Executive Director that had a balance of heart and business experience. Her name was Mendy Stone. She was fair, caring, a great mentor and always confident and positive.
263. Yes. The qualities that I noticed and continue to reflect on from the example of this leader are their positivity, inclusiveness, energy, sensitivity, charm + their extroverted demeanor.
264. Yes. The qualities that stood out were empathy and the ability to reach out to diverse audiences.
265. Yes. Vision, optimism, positive approach to problem solving, team orientation, spirit,...
266. Yes: Engagement with others, excellent listening skills, commitment to values, value contributions from all levels, holding high expectations for others to live into.

**How are you "lighting up the world"? (Think about the good you do day-to-day in big and perhaps seemingly small ways...)**

1. A willingness to serve
2. Actions are transparent and share information.
3. Adapting to new situations
4. Always approach every situation with a positive attitude. Works every time.
5. Always find a way to say yes and ALWAYS with a smile!
6. Always give a helping hand to others
7. Always have open communication and a willingness to learn.
8. Always smiling
9. Always smiling and pushing forward.
10. Always trying to impart positivity among my team.
11. Always trying to look for the positive; in every situation.
12. As a coach, I try to be the best example I can for young women and help them grow and learn by sharing my experiences and listening to theirs.
13. As an organizer for Eat for Equity, which hosts community dinners to benefit other local organizations.

14. Assist all charities (8) in our region in consulting/reviewing and research/writing of grants for their organizations as a volunteer, and as my way of giving back to society. This benefits many people here in our rural GA community.
15. Assisting domestic violence advocates in various ways; providing a clear direction for my co-workers when they need it.
16. BIG: invest my professional life in an organization that believes in others and nurtures opportunities to shine while young members & as adult volunteers. PERSONAL: Believe & share the best in others. SMALL: Unique acknowledgements of others
17. Be mindful of the people around me and their circumstances
18. Being a guide to support women in navigating difficult transitions who want life and career renewal
19. Being available and approachable for bearing witness, listening and/or coaching - doing my own work to become more self aware and purge my wounds, as well as thoughts and deeds related to those wounds
20. Being happy and helpful
21. Being honest and open.
22. being love for all
23. Being positive and being complementary, even to strangers/passersby people in public. Smiling and being polite.
24. Being present to managing my daily interactions with others in a caring thoughtful way. Doing my best to assist women to heal themselves and their worlds at the deepest levels--trauma resolution.
25. Being true to myself and my gifts uplifting those around me
26. Broad collaboration.
27. Building capacity in the nonprofit workforce creates a ripple effect to organizations across the world.
28. By train young people
29. By being involved in the community with Big Brothers Big Sisters, League of Women Voters and participating in outreach through my job.
30. By being myself and not trying to be what others would like you to be.
31. by believing in people, helping women find their voice, mentoring my staff and younger women entering the workplace; personally, being present for my family and friends, helping out when needed, being a shoulder to cry on

32. By connecting with others and helping them realize their strengths and partnering to overcome roadblocks. By being a focused listener.
33. By dealing with the pandemic of sexual violence in south Africa. [www.kwanele-enuf.co.za](http://www.kwanele-enuf.co.za)
34. By deeply listening to others and hearing what is important to them. By imparting the value and skills of listening and questioning to others.
35. By giving every person and every situation me at my personal best--reaching out to people to acknowledge contributions; developing, coaching, providing tools to reach up
36. By having a positive attitude, showing respect towards others, treating people as I want to be treated and getting their contribution.
37. By lighting other people's lights with new knowledge that helps them to excel.
38. By teaching consumers with disabilities how to advocate for themselves and mentoring young girls to be the change they wish to see.
39. By treating those with whom I work with respect and honor.
40. Coaching Leaders one individual at a time. Supporting them as they make shifts to grow and learn
41. Coaching people to become unstuck and move on to do bigger and better things for themselves
42. Coaching people to find what they are best at and build confidence and patience in them to ensure they move in that direction
43. Community service
44. Connecting others and connecting to others whenever possible
45. Continue working on it
46. Creating contexts where men and women can see their own brilliance and where the private sector contributes to social and economic good for all
47. Creating random acts of kindness
48. Cultivate and develop leadership skills in others.
49. Directness - Tact - Mentoring
50. Displaying care for someone I love, in a manner I know will bless them. Following up with what I committed to do for them.
51. Education. I inspire others when they see how hard I work or the challenging things that I do that requires courage. Dialog.
52. Empowering people to succeed.

53. Encouragement and hope to the downcast, sharing knowledge.
54. Encouraging people and providing hope where seems to be none.
55. Encouraging women in my business school classes to follow their dreams and supporting them in their actions.
56. Engaging in ongoing conversations about the goals of higher education in a global environment
57. Enrolling in whatever it has a social contribution
58. Every day I try to make someone smile, to feel better about themselves. From the gent who provides janitorial services to the folks on other floors whom I don't even know, always a smile and a kind word -- it goes a long way.
59. Everyday i try to send my positive message to people I encounter: always with a cheerful smile, listen and love to learn others' opinions, inspire and engage people to participate in a leadership project that matters to them based on a clear mission.
60. Expressing empathy and appreciation
61. Fairness, encourage staff to be innovative, vision
62. Finding joy in everything I do, especially in those moments of conflict and personal loss or hardship.
63. Flexibility and a positive perspective are necessary to invoke change and make an impact.
64. Focusing on one thing at a time; staying present build bridges between organization teams encourage talents & strengths
65. Focusing on positivity when challenges arise.
66. Focusing on the good, encouraging, connecting people with similar goals, modeling enthusiasm, positive energy, focus on shared vision, etc.
67. Following the example set by my best leader. Success as a leader is accomplished with the support and trust of those you lead. It's a team sport.
68. Friendly, integrity, leader, soul evolution journey, non-prejudice, constant learner, thinking outside the box, calmness, inner peace and awareness, team player
69. Getting answers
70. Give people the tools they need to learn and grow, to inspire change for life.
71. Giving back
72. Giving back to the community
73. Giving thanks and praise. Listening to and understanding - interest, time and patience.

74. Having the experience and wisdom to help others and the passion to inspire them to achieve more.
75. Helped establish several non-profits related to education
76. Helping business owners. Mentoring young, emerging leaders. Taking responsibility when asked to lead.
77. Helping employees/leaders achieve their personal and professional goals
78. Helping others see the best in themselves leveraging strengths and encouraging participation and problem solving
79. Helping others, empowering them to achieve and seek greater
80. Helping people manage their healthcare and desires to give back.
81. Helping people to achieve their potential
82. Helping people to see with new eyes, looking for the opportunity in every challenge rather than being confined by others boxes. Placing people in roles, where their gifts and graces can be maximized.
83. Honest; practice Golden Rule (considerate/kind); calendar integrity (time management); be pro active (not reactive); anticipate project requirements.
84. I "light the world" by giving communities an opportunity to come together for leadership training and relationships building for the goal of building a vibrant, healthy community. Getting to know people doing great work in community is a favorite part.
85. I always try to mentor those younger than myself and inspire them to think outside of the box.
86. I am a leader in my company
87. I am a very active volunteer throughout my community, in addition to working full-time and raising two boys under 3. I always try to remain positive and employ high emotional intelligence.
88. I am active in my community as a volunteer giving of my time my talent and my treasure as much as possible.
89. I am advocating for disability rights issues.
90. I am focusing on opening doors of opportunity for others, and thanking those who have opened doors for me.
91. I am interested in knowing and understanding people, through my commitment to each and every staff I think that I bring some light to this world that I have not always seen coming from many others in my area of work
92. I am involved in leadership roles in a number of non-profits aimed at empowering women and/or young working people.

93. I am involved in progressive work locally as well as online, I work with organizations and individuals who promote humanitarian issues such as poverty eradication, gender equality, women's rights.
94. I am lighting up the world as a Residence Assistant on campus at The King's University College. I invest in the lives of students at school by pouring my encouragement and positivity into them. My helpfulness and willingness to serve lights up the world.
95. I am lighting up the world by helping those who can't help themselves. I've started assisting people with their resumes and job searches. I am also in the process of using my Villanova Leadership certification on the job.
96. I am supporting an organization that builds students' capacity as well as supports a number of underprivileged students and individuals.
97. I am trying to be a good role model for my children. I am showing them that I can work hard, be a mother and also be involved with charity work. It is important for me to help women, children and animals.
98. I ask about my team's lives, personally and professionally, and I care about them ... I smile and try to have fun while giving direction.
99. I attempt to light up the world through being a leader with integrity and compassion at DWU. I organize many service projects and mission trips annually for the students, staff and faculty and I also reach out to everyone and show them Christ's love.
100. I believe I am an excellent listener and am kind. I always reach out to my friends and family to ask how they are.
101. I believe I try to model a commitment to the people who work with me. I've learned to listen to understand and to seek the win/win rather than the win/lose solution
102. I bring people together and share when I find a new systems of leadership and growth.
103. I commit myself to live my life with integrity and be authentic in all interactions.
104. I consciously try to bring light to each interaction and to complex, in-grained processes which may need simplification and efficiency. I always try to seek to understand before giving input and recommendations.
105. I developed and manage a young professionals' mentoring program in the greater Philly area(now in its 12th year). I help managers learn what it takes to develop their people in significant ways, everyday. I also write and speak publicly on the topic.
106. I do my best to "light up the world" by having a positive outlook on life and sharing the message, "Make it a great day!" I have also learned that others really appreciate hearing that even though I have my share of struggles in life, I am survived all of
107. I don't feel that I'm doing enough to "light up the world", but want to learn and be inspired to do more than I am currently.

108. I don't see myself currently as someone that is "lighting up the world" and as such, I'm quite interested in meeting people with these capabilities
109. I find opportunities to mentor and share any positive and helpful information that crosses my path. I consistently evaluate any resources (people, knowledge, opportunities) to determine whether they will contribute to the goals of my friends and colleagues
110. I genuinely try to listen and allow for individual growth as a leader.
111. I give my full attention in interactions and try always provide the clearing for others to be enlarged, not diminished.
112. I have a desire to help others and my work allows me the opportunity to do that.
113. I have been trying to do something each day to make a difference.
114. I have developed a reputation that I can help people solve a variety of problems, i.e. computer issues or writing a report. Most people seem to feel comfortable asking for assistance.
115. I have the unique opportunity to work directly with prison inmates. The opportunity to bring a touch of humanity and socialization to their day lights up their world. And it is contagious too!!
116. I help people shift their thoughts to positive ones through executive coaching
117. I hope to shine thru my commitment in my work and charitable works.
118. I lead a group of through with integrity.
119. I lead a team who provides backpacks of food to local elementary students weekly. I serve as national Co-Chair of an EBRG "SOAR" who work to provide awareness and support for this with disability. At work, I lead diplomatically to develop those around me
120. I light up the world by not giving up and believing that better days will come, hopefully inspiring others to not give up on their dreams as well.
121. I like taking a coworker out for ice cream when I see they are having a bad day. As a woman we notice these things better than men.
122. I like to be a positive communicator, focused on the person I am talking to in the moment. I like to take over interesting tasks for the community. I like to laugh heartily. I like to bring in controversial topics to discuss and open up the minds.
123. I listen. I observe. I evaluate. I respond. I pick my battles. I'm honest.
124. I live my life by the gold rule and try to give back through my catering company as much as I can do. I try to be observant of situations where I can let others go ahead of me, open doors, ect. when I am not in a rush. I am gracious when others do the same
125. I look for the innate intelligence, creativity and unique 'voice' in others



126. I make sure that I keep a positive outlook with what I do everyday. I try to be proactive as I can be and give assistance wherever it's needed most. My philosophy is if I can impact someone's day in a positive way, it was a day well spent.
127. I manage the First Year Integration for the engineering university hires and my interactions with them helps remind me that I do make a difference in helping them be more comfortable with our company's culture.
128. I positively impact younger girls and drive them to be leaders.
129. I really listen to people, I try and practice patience and I try to do good things for others every day.
130. I seek out opportunities to engage and inspire others.
131. I seek to share my experiences with others and keep a human touch to it.
132. I serve as the Health Officer of our community--a non-salaried position.
133. I serve on the Board of my HOA. We have worked really hard to ensure that we have a Board that is responsible and responsive to homeowners.
134. I share career tips with my peers through my blog. I am also writing a career advice book.
135. I share my knowledge because I'm not threaten by those coming up behind me. I choose to help others in their pursuits because you never know when your paths will cross and under what circumstances.
136. I started the nations largest outreach dental organization for low income children. We serve 500,000 children per year in 23 states.
137. I sure am trying! I'm a mother, wife, friend, sister, daughter and a volunteer.
138. I tend to be a Mediator, where ever I am.
139. I think doing small things every day can light up the world. Something as simple as smiling at a stranger, holding a door open or listening when someone needs to just talk can brighten up someone's day and they in turn do the same for others.
140. I treat everyone that I talk to, work for, buy grocery from, etc as if they are a mirror of myself. For example, if a homeless man asks for money: I give as if it were me asking for money. If my boss asks for a printout: I am really asking for a printout
141. I try to "lift up" others. I nominate people for awards. I go out of my way to find ways to lift up the good work of others. When I am successful and they are recognized, I feel rewarded.
142. I try to also share my knowledge. I try to make everyone feel special/important and that I care about their work and their contributions. I acknowledge their contributions privately and publicly.

143. I try to be a positive influence on those around me. I try to show the cup half full instead of half empty. I try to bring smiles, laughter and hope to given situations.
144. I try to be helpful and appreciative of what I have. I try to give back to others in my time by support the community and helping where I can. I let others know how much I appreciate the things they do for me.
145. I try to be the optimist in every situation. I've found that focusing on the positive regardless of how desperate or terrible an issue might be, always helps keep things in perspective.
146. I try to bring enthusiasm (affirming the desire to accomplish something of significance), options (rarely is there "one" way) and critical judgment (let's think about how this is actually going to work) to the table....
147. I try to develop game plans for achieving goals so organizations I work with can move out of crisis and into action.
148. I try to help my students be prepared to light up the world.
149. I try to help those less fortunate than me on a regular basis
150. I try to keep positive thinking even through difficult times. I share with everybody around me positive energy.
151. I try to lead by example and to encourage.
152. I try to make the day easier for those I work with.
153. I try to see and interact with others as direct creations from God
154. I try to smile at every person I pass. Additionally, I attempt to be an active listener for every client who comes through our door. I assure clients that a bad choice does not make them a bad person. I make it my goal to boost their self-esteem.
155. I try to stay positive, even in the midst of chaos.
156. I try.
157. I volunteer to run our field citizen council as part of the VMware foundation allowing everyone's lights to shine when giving back to the community
158. I volunteer with the junior league. I'm taking a more active role in my church, I'm starting an online business.
159. I want to light up the world of those women who have taken a career break due to family reasons and want to return by facilitating their smooth transition back to work.
160. I WANT to light up the world with my small work. I work very diligently to do that. I work in customer support and I have managed to bring out the best of my small team of 22 engineers and still working it every minute...

161. I work as the treasurer of an animal rescue organization. On a day-to-day basis, I try to be a source of support and advice to my fellow team members at work and give each of them the confidence they need to contribute to our organization in a positive way
162. I work to improve education access for low-income students on a daily basis. I am considerate of others and try to be a positive energy in small ways - hold open the door for the person behind me, roll out paper towels for the next user in a public bathroom
163. I work with high risk teens to teach them life skills and decision making, but I've found that the most important impact I can have is to provide them a safe, stable, and supportive relationship - with a lot of humor mixed in!
164. I'm an energy manager and literally spend my day keeping lights on while keeping usage and costs low. I also work with students to educate them about the ways they can be involved in sustainability, both as students and as a career.
165. I'm inciting revolutions - challenge the status quo, make the world a better, more capable place.
166. I'm the same. I'm very clear on what I will accept and what I won't accept.
167. In everything I do at Heroes Journey Tarot I work to awaken people to their deepest path and purpose and support them walking that path with integrity and joy.
168. In my leadership I try to create space for others. What this means is that I try to include all voices and bring the wisdom of the group forward rather than tell people what to do. I also provide time for reflection about where people are, how we are doing
169. In my role I focus on helping others grow as leaders.
170. In the midst of rapid growth I try to bring a sense of purpose, connection and spirit to what we do.
171. Inspiring elementary school aged learners to be "amazing"
172. Invest my energy in what I believe in, having a purpose and caring for the outcomes
173. It's about how I can contribute to the organisation rather than me personally. Bring people with me- help them develop
174. I've made a career transition into something that really makes me come alive and also gives me more flexibility to set my own schedule and be more active in my community.
175. Junior League
176. Keeping in touch with old friends, say encouraging words, pray for others.

177. Keeping my staff informed about the "little things" makes them feel more a part of the company.
178. Listen to people around you to help support them in what ever way I can. Help build a team
179. Listen, mentor, coach, share, be clear and concise, check understanding
180. Living values to your family and work
181. Looking for the good in everyone, being interested in people.
182. Looking for the good in others
183. Maintaining and constant upgrading of knowledge and skills. Available to those needing a listening ear, listening to what is being "said".
184. Maintaining balance. Handling the bad with a calm approach
185. Making a difference in the lives of adults in the emergency observation unit.
186. Making sure everyone has a voice at the table.
187. making sure I help my nieces learn whatever they want to learn
188. Mentoring others to be successful in their careers.
189. Mentoring small business owners
190. mentoring young women in the Miss America organization
191. Mentoring young women, coaching others
192. motivate colleagues by encourage them to follow their dreams; told a boy (11 years old) today that he is a very good cricket player;
193. My enthusiasm buoys people around me and makes us believe we can accomplish a great deal--- I see possible even in the face of challenge.
194. My gift is that of leadership. My goal daily to help my staff and others get to that next level in their lives, in their jobs, in all that they do.
195. NO matter what is going on in my life or if I have a stomach ache, I am always kind and courteous to everyone with whom I interact. I stay conscious that this other person is not the cause of my difficulty...as long as they are doing their job.
196. Parenting, and through my work partnerships.
197. Pay attention more, and try to help as appropriate.
198. Philanthropy & Foundations - helping families, individuals, and businesses 'move the needle' thru philanthropy. Being more strategic about giving ensures better social outcomes.

199. Positive attitude open to possibilities
200. Positive, supportive of others, finding productive solutions/outcomes
201. Praise others for good work and contributions
202. Providing leadership development and executive coaching to assist others achieve their goals, dreams
203. Pushing my limits and always doing what's right for everyone involved
204. Raising an inquisitive 5 year old...and influencing without authority. Developing the capacity to encourage collaboration across boundaries.
205. Raising two little girls to be strong, independent and capable ladies that won't be afraid to shine. And doing what little I can to volunteer my time to organizations that support at risk women and children.
206. Recognize each person's contribution to the work environment and actively seek to engage them in the outcomes.
207. Reminding my staff often that they are leaders and can inspire our volunteers
208. Respectful to others
209. respecting and validating others
210. Respecting others good listening skills compassionate never give up attitude
211. See the gift in each individual and inspire each person to success. Be willing to take on hard challenges.
212. Seeing myself as a servant leader who sets the vision and strategy and goals then hires the right people and giving them the resources they need to be successful.
213. Sending love (Even silently if the person doesn't seem to be able to accept it)
214. Sharing information, giving back, sharing credit, showing gratitude
215. Sharing knowledge; assisting the needy;
216. Sharing learnings and assisting with challenges
217. Sharing my experiences with others, listening attentively, acting with concern for others, staying true to my passion.
218. Sharing my passion and experiences with others and listening to theirs. Trying to connect and help each other.
219. Sharing my skills and talents with non-profit organizations, being a good friend. Working with young girls and young women to empower them to reach their potential (and maybe dream a little bigger than they imagined).

220. Showing up authentically; Listening deeply to understand situations which are being presented; Creating space for others to appreciate their capabilities;
221. Silent and servant leadership...always do the right thing without seeking recognition
222. Since my supervisor's retirement last September, I'm carrying on his legacy of treating my employees with respect, fairness, and always being true to my word. I enjoy helping my employees fulfil their career goals and seeing them grow as individuals.
223. Smile at people in cars at red lights open doors help as many people as I can
224. Smiling can change the world and recognizing when someone is doing something right. I think I'm pretty good at this.
225. Sometimes just a simple smile
226. Speaking positive words, encouraging others, making a difference where I can
227. Staying positive, giving compliments, asking question to show I care
228. Support of professionals Connecting people to people Embrace change
229. Supporting other women and girls, acknowledging positive qualities and actions of others
230. Supporting others asking for excellence, but valuing the results we get promoting personal growth always questioning my work and my ways
231. Taking time to 'be present' with people who have questions, need coaching/counseling. Have a 'listening-heart'.
232. Teaching my grandchildren life lessons that I learned as a child from my own family members.
233. Teaching, volunteering
234. Team building efforts, demonstrations of appreciation encouragement
235. Thank staff for their good work. Maintain positive outlook even when issues arise that need troubleshooting. Listen carefully to colleagues and team members - note their strengths and communication styles.
236. This is a hard one but I believe in expanding the capacity of our professional and continuing education programs, emphasis on professional, I am helping develop the workforce of the state of Alabama and Beyond.
237. This is hard to answer, as it feels like bragging. Day to day... share food with neighbors, pick up garbage from the streets, smile, sand up for injustice to the poor and weak, speak up for the trees, fish, birds and children.
238. Though my volunteer work with Junior League, I hope to inspire my fellow members to take on leadership roles- both in their profession and volunteer basis.

- 239. Through community involvement.
- 240. Through Grace, I am.
- 241. Through my work with board development of several nonprofit organizations each year; through my volunteer efforts in developing CEO leadership
- 242. To help alleviate poverty, I assist learners from rural areas and informal settlements to access institutions of higher learning by providing advice, motivation and support.
- 243. Transmitting and inspiring English to young student or children
- 244. Treating everyone with dignity and respect, no matter what title or who I work with.
- 245. Try to remain positive and supportive for those around me, rely on my strengths
- 246. Try to take ownership
- 247. Trying to do one good thing every day for someone else: make an introduction, coach, help find a job
- 248. Trying to emanate all of the above
- 249. Trying to help people in everyday life and encourage and motivate - philanthropy, assistance, etc.
- 250. Trying to unite churches, get children sponsored around the world, be a light to others who have less or going through a hard time
- 251. Trying to work with people to understand the concept of collective impact and how important it is to work for the shared interests of the people involved.
- 252. Via innovative waste to energy solutions provide new, innovative ways to power homes, businesses, towns, cities.....
- 253. Volunteer GED/AED facilitator, teaching senior citizens group to speak Spanish
- 254. Walk the talk / follow through on commitments.
- 255. Whatever I take on I totally commit myself with time, enthusiasm and passion trying to go the extra mile. I try very hard to be a good listener which has not always been easy for me.
- 256. Work as a consultant with nonprofit organizations helping them expand their capabilities and capacities to serve their communities; volunteer for other organizations
- 257. Working to be courageous. keeping a quiet commitment to what's right, and to the dignity of those who work and serve.
- 258. Working to infuse trauma informed techniques into programming for children who have been removed from their home; sharing information about what works to others; spending quality time with my children

259. Working with at-risk youth, being a mom and a professional
260. Working with organizations in the local area to improve management, resource development, etc.
261. Yes I am
262. Yes, I do my best to light up the world by my conduct and character. I stay away as much as is possible from people and situations and issues that might seek to distract me from being resolute in my decision to be a light to the world.
263. Yes, I have international clients who benefit greatly from my teachings, counseling and spiritual development programs.

### What advice would you pass on to other women or men about "letting your LIGHT shine" as a leader?"

1. A more "contemporary" leadership model involves motivating your team over a foundation of solid personal relationships. Knowing your team on a personal level inspires them to WANT to do the work, rather than make them feel forced.
2. A leader must be able to take care of herself before being able to take care of others. A leader cannot give what she does not first possess. This does not mean that a leader needs to pamper herself; however, a leader needs to be "whole" and "balanced".
3. Acknowledge what you do. Acknowledge what others do.
4. Acquire an Education and be hardworking
5. All leaders need time for renewal and reflection to be able to show up as their best selves. Our world is so quick paced that carving out time for ourselves is essential.
6. Always do what's right and acknowledge others and their great work.
7. Always know that your work is making the world a better place ... never give up hope!
8. Always look at the big picture.
9. Always shine your light on others or the path or the goal or the prize ... not on yourself.
10. Attitude is critical!
11. Auto-confidence Embrace Challenge
12. Be a good listener and be approachable
13. Be an example of how you want others to act.
14. Be assertive and compassionate at the same time.



15. Be authentic
16. Be authentic - be yourself. Bring in some humor and know your teammates.
17. Be authentic because what you say is who you are. So, if you what you do is the opposite of what you say, something is wrong.
18. Be authentic. Be compassionate
19. Be authentic. You must truly love yourself and others must see the light within you to be that credible light to others.
20. Be aware of those around you. Listen and share.
21. Be clear about your purpose and open to what you experience around you in order to find your path
22. Be confident & courageous. be creative. be yourself. be careful.
23. Be confident!
24. Be confident, trust your instincts, do what you love
25. Be courageous, don't take the path of least resistance, surround yourself with others who have energy and passion for the role and who can nurture one another.
26. Be dependable, on-time and learn to say 'no' - don't take on a task because no one else will, take on the tasks that you want to and that will inspire and motivate you.
27. Be faithful to each person, giving your all, and you never know who you'll be working with next. Be willing to own your imperfections and mistakes quickly. Learn from them, and then move on. Learn from other extraordinary leaders ahead of you!
28. Be helpful.
29. Be honest and transparent to others.
30. Be honest with yourself and others while striving for greatness.
31. Be honest, accessible and knowledgeable
32. Be honest, be yourself, don't try to convey an image that does not correspond to your true self
33. Be Honest. Be Authentic.
34. Be kind. Always.
35. Be open and learn from everyone; give everyone respect
36. Be open to new ideas. Be a good listener
37. Be open to new ideas. Be kind to those you lead.

38. Be passionate about what you are doing and your beliefs - people respond to a common cause with a passionate leader who can deliver results ('walk the talk').
39. be positive, ask for feedback, stay connected to the business
40. Be positive.
41. Be positive-minded.
42. Be present and be authentic. People can see through phony behavior. They don't care how much you know until they know how much you care.
43. Be present. Very powerful today.
44. Be real and always remember to smile and say thank you. You never know who you meet today who may make a difference for you and others tomorrow.
45. Be real, be yourself. Our genuine selves are much more inspiring than the roles we assume we have to play.
46. Be reflective, don't over-analyze your actions, use your inner voice, and be courageous
47. Be resilient! Mimic the Bamboo Tree, which bends with strong winds, and stands beautifully upright after the strong winds subside!
48. Be strong but positive. Delivery is 90% of the message.
49. Be sure to make time to give back.
50. Be themselves and allow God to use them as He only knows how.
51. Be true to yourself
52. Be true to yourself, be honest and care for those you are leading and teaching.
53. Be who you are; you don't have to be anyone else be authentic Model behaviour you want to see in others/appreciate embrace the light that others share- it makes the world a brighter place.
54. Be who you are, show genuine interest in people, respect them, and give people time to learn you and your lights
55. Be willing to bring your "whole self" to the workplace.
56. Be willing to listen to others thoughts and opinions
57. Be willing to take a risk, speak up and don't worry about making mistakes.
58. Be your authentic self every day.
59. Be your authentic self. Your leadership style shouldn't look exactly like anyone else's. Move beyond the "shoulds" and follow your gut.

60. Be yourself
61. Be yourself and be aware your passion may occasionally upset others, so be sensitive to that.
62. Be yourself and give the best you have while continuing to develop. Be honest.
63. Be yourself but understand the culture. Stay true to your values and morals. Titles do not determine the importance of a person EVERYONE has something to offer and as a leader you are responsible for developing them.
64. Be yourself in everything you do
65. Be yourself love what you do and do what you love be honest with yourself don't be afraid to show your humanity
66. Be yourself, tap into the goodness that is within. Don't be afraid to push yourself, take a chance. I did and, for that reason alone, I'm better today than I have ever been - spiritually, financially, emotionally!
67. Be yourself. Be positive, be enthusiastic, and be a good listener.
68. Be yourself. Find a side project that makes you happy and sparks that fire (singing, music, dance, yoga, running, writing, splunking, etc.) :)
69. Become optimistic with a dose of pragmatism. Inspire others to think creatively.
70. Being a leader doesn't mean you have an important title, it's about influencing others in an upward direction.
71. Believe in the "power of being nice".
72. Believe in what you are doing and how you are doing it. Always have integrity.
73. Believe in yourself
74. Break the cycle of interpretation that keeps you small and confined not fully expressed.
75. Care for others
76. CARE...Care about more than what is printed on a piece of paper (care about more than your performance review, more than your client satisfaction survey results, more than the EBITDA for your department)
77. Clarity of vision and engaging the organisation and community
78. Develop the courage to be authentic, deepen self awareness and interact from a place of empathy
79. Do good work, praise others often, the light will reflect back like the Moon. It's calmer and prettier than the sun and peaceful.

80. Do not neglect your own valid needs, because we give out of surplus in our lives. But look outward to those you are in contact with everyday to bless those around you, with a kind word, looking into the eyes of those in our paths.
81. Do what you feel truly passionate about in your job and/or in your volunteer work. It may take a while to find what that is for you-- separate from the prescribed roles we all have.
82. Do what you love and love what you do. Turn negatives upside down. Live to serve. Live each day as your last. Do today what you put off until tomorrow. Lead with passion.
83. Do your best
84. Do your best at all times and do not expect (or need) recognition. Be self assured and confident in the skills you have mastered...seek knowledge/experience in the areas where you need strength AND be self motivated.
85. Don't be afraid and don't hold back from inspiring great change. Be proactive, be positive, and be vocal. We are all capable of being great leaders, you just have to believe in yourself and believe in your light.
86. Don't be afraid or timid of who you are and the leader you have become.
87. Don't be afraid to ask questions
88. Don't be afraid to be a woman. Be wise, be caring, be intuitive, be strong.
89. Don't be scared to promote yourself. Be known for being excellent at something
90. Don't ever hesitate to contribute towards a positive development. Even a small effort matters. It could range from helping a disabled person navigate through an application process or helping a kid do well in school or making a sad person smile.
91. Don't give up or let worry or fear stop you from being positive and inspiring others.
92. Don't just focus on one person because they are related to someone you know - shine the light with high performers all around you
93. Don't let fear stop you.
94. Don't let self-consciousness get in the way.
95. Don't let your ego win. Control the ego. Don't let the ego control you.
96. Don't plan on spending your senior years in a "retirement center". There are better and healthier alternatives. Continue to be in control of your life as long as possible and live with the population of your choosing. "To serve is to live" and vice versa.
97. Don't wait for other people to take action.
98. Don't wait for someone to tell you what to do; generate--be the source of what happens--ask for forgiveness, not permission. Trust that there is no "one way or right way" or outline...merge approaches into one that works for you

99. Dream big, Believe in yourself, stay on the right path, and then do what you know is right
100. Empathize, understand. Think of others or the world on a larger scale.
101. Enthusiasm for what you do can be infectious, don't be afraid to show it.
102. Ever notice how a person treats someone in a service role, especially those perceived to be labor-related? Respect for ALL means just that- how you treat everyone around you matters. And people notice. Don't forget where you came from...
103. Everyone wants to be recognized -- make them feel important
104. Find friends regardless of position or title. believe in what you do. help others believe.
105. find supporters or like-minded people
106. Find your passion and do it for a living. Always see the best in each person we meet.
107. Find your passion, what drives you
108. Finding what your passion is
109. First and foremost, be true to yourself. Always remember that YOU need the guidance and support of those who follow you as a leader just as much, if not more than they need your guidance and support!
110. First of all be true to yourself and always be consistent with your decisions about your employees. Lead from the heart and show respect to your employees.
111. First, start with self-awareness.
112. First, the light is on the inside. Just like the bulb contains the light, all you have to do is press the switch, and not the switch that will let water out of the bulb but the switch that controls electricity so that the bulb's ability is enhances. Yours
113. Focus on developing and helping others to become successful
114. Follow your heart
115. Follow your passion and put effort in what you do.
116. get started somewhere for an organization or specific issue of importance to you
117. Get to know your staff well, and develop a personal relationship-- this makes such a huge difference. Learn to lead, not manage. Employ rhetoric to build consensus, and never neglect to laugh at yourself.
118. Getting out there and just doing something that you are passionate about
119. Give back
120. Give back in your professional and personal life.

121. Go with your heart
122. Have a sense of humor; be confident; if you want to inspire your team, be sure to appreciate their hard work.
123. Have confidence to support others. It's not all about you.
124. Have conversations with a purpose or meaning
125. I am learning this.....ask questions and don't be afraid you don't know what you are doing.....
126. I believe that you have to take time to take care of yourself & nurture positive relationships. Stress, anger and being unhealthy are qualities that dim your light and do not allow you to work at your full potential.
127. I found the Steven Covey 7 habits to be a great road map to effective leadership.
  
128. I know I can't do everything myself, so I try to give guidance and let people make mistakes. It's ok to make mistakes and learn on easy things to practice before going on to bigger things.
129. I refer to a bit of advice I "overheard" a friend giving her teenage daughter. "No one is better than you. You are a miracle. Just like everyone else. The only difference is that your miracle is YOURS!" ~Andria Cole
130. I think it is very important to let your actions speak for you. You don't have to say anything to lead. Allow your poise, confidence and grace be an example to others around you.
131. I would like to advise women to embark on a journey of personal transformation which will allow them to find their own authentic style of leadership in order to improve their understanding of people.
132. I would say that more people could grasp on to a greater good and less involvement in only the self and ego.
133. I would tell them to first be passionate, "love what you do"
134. I would tell women to see themselves as a leader and be the example of leadership. Sometimes people spend a lot of time looking for examples rather than setting the example.
135. In order to shine your light you must revisit who you truly are. You need to shine the light on your inner self and heal any pain that remains. Work with other women who can assist you in this inner journey.
136. Inspire those around you

137. It is very fulfilling to know that you are part of making a difference in your community. Get involved with the community even if it is a small effort or contribution of your time.
138. It takes courage and strong belief in your vision. With political correction making everyone afraid of making decision, or saying anything. You want a certain standard then be prepared to stand your ground.
139. It's like calisthenics--you do it daily rather than waiting for it to happen
140. It's not always about yourself it's about the wisdom of you see i others that allows the light to shine brighter.
141. It's not an overnight phenomenon --figuring out how to let your light shine- it's a journey- enjoy the process.
142. It's now who you are but what you do that will persevere, give a lasting impression.
143. Just "Do it" don't let others stop you from being the best you want to be and achieving your dreams and goals. Be a positive influence for everyone around you.
144. Just do it!
145. Just do it, not worry about details, consequences or rewards live to serve and you'll serve yourself
146. Keep a positive attitude.
147. Keep up with current affairs deal with people with respect
148. Keep your antenna up at all times.
149. Keep your mind open to staff suggestions and THINK OUT OF THE BOX.
150. Keep your word.
151. Know that someone is always watching, but assume integrity as something that is at its best when no one is watching.
152. Know who you are and what you believe in and why, then you are able to stand and share with others.
153. Know yourself. Believe in yourself. Know what you want, why you want it, and how you are going to get it. Be determined to let your light shine.
154. Lead by example. Acknowledge and praise the good.
155. Lead from your heart
156. Leadership is all about letting your light shine. those who follow you will absorb and shine their light brighter.

157. Leadership is Journey and stay focused on exploring the science and art of leadership. Have a mentor and be a mentor.
158. Learn to "Allow". That's what I'm learning...
159. Let creative thoughts of female origin be received as openly as the male thoughts/processes are accepted.
160. Let go of the "need" to be the only one who knows how to...
161. Let your heart guide you. Don't be afraid to jump off the cliff, because if you hesitate too long you will never realize how beautifully you are able to fly.
162. Listen a lot! Be resourceful - and share.
163. Listen and support staff in a positive manner to reach goals.
164. Listen for the true self within you. Ask yourself, "what TRULY makes me feel alive?"
165. Live for today, love yesterday and learn tomorrow
166. Live proactively, using personal experiences to help make lives of others better Giving helping hands on daily basis.
167. Look around you always, and often. Some may not appear like they are in also capable of shining like you are, so trust and give the space and time. They will surprise you. So they can carry your torch.
168. Look for ways you can lead / give others ownership vs stepping in to give the answers / take over the issue yourself.
169. Make decisions with your heart, quite the inner talk and act with integrity. Be real.
170. Make strong eye contact, let others know you care and are listening by your body language and behavior.
171. Make your goal to help others fulfill their potential
172. Model the behavior that you want employees to have.
173. More can be said in doing than in taking the route of words alone.
174. My advice would be to number one be more of yourself (use your unique talents) rather than try to be someone else. Second, I think look for gaps and then fill them with your unique solutions. Third, own your actions.
175. My Tip: Try to be authentic. Bring in your personal experiences from your hobbies. When you are football player, share your experiences, when you are an opera lover, or a dancer, bring in your stories.
176. Never let go of your beliefs.
177. Never stop being who you are. Always be humble. Never assume you are better than



others because of your title.

178. Never underestimate your full potential. Everyone has the capability to be a leader.
179. Not to be stingy with their time, knowledge, information or attention - they will get far better performance from their teams and peers if they treat them as though they hold them in high esteem.
180. Not to be swayed by others or allow them to dim your light so that theirs may shine brighter.
181. Not to get confused when you are the subject of other people's patterns. Look beyond the behaviour to see the person- and try to keep delighted.
182. Notice if you are always thinking about yourself (eg. self-conscious banter, self-deprecating thoughts, etc) and shift the focus on the outside world (eg. What a cool breeze/pretty flower/graceful bird) and on outside people (eg. she has a stroller, I'll o
183. Own your own greatness
184. Playing big and letting your light shine sets an example for others encourages other to do so
185. Practice with the small interactions and intra actions within the self!
186. Putting others first by being kind, honest and helpful-but most importantly show you care.
187. Rather than give advice I would provide personal experiences and stories to other women or interested men about "letting your LIGHT shine" as a leader in hopes that these would perpetuate them on to leadership and shining their light for themselves.
188. Realize you do not know everything and can learn from anyone
189. Recognize other people's contributions. Trust your staff/committee/etc to do the job they were hired to do and don't assume your way is the only way to do something.
190. Remember that you are only as good as your team, so it is important to guide them and encourage them always. Never put people down.
191. Remember your really good qualities. Remember to pat yourself on the back now and again, it will build your confidence.
192. See every opportunity (big and small) as a chance to PRACTICE shining your LIGHT. Keep this concept as a perpetual, conscious mantra in your mind. Believe in it. Tell no one. Let your ACTIONS be your messenger.
193. See my previous response.
194. See the best in people and acknowledge it. Attract and reflect light.
195. Seeing possibilities in everything is really important

196. Seek first to understand
197. Set goals, visualize your success.
198. Share and support other women!
199. Share positive stories and anecdotes.
200. Share who you are and the lessons you have learned
201. Shine the light on other people, recognizing their leadership.
202. Shining your light does not mean dimming the light of others. In the same instance, not dimming your own light so that others may shine. That is a lose-lose proposition.
203. Speak up with passion and follow through on anything you take on.
204. Stay true to yourself--- leadership is not a popularity contest and people will respect you more if you are clear on what you value and your ethics are not "situational".
205. Stay very focused
206. Stop seeing yourself as a second class contributor in life, unable to contribute as significantly as men.
207. Take action--use the Google strategy--get your light out there even in an "imperfect" form. Let being in action perfect and burnish the form that light takes.
208. Take the soul searching journey to find out who you truly are before you can lead others...not an easy path but well worth the climb
209. Take time to really find out who you are and your unique contribution then GO CONTRIBUTE!
210. Take time to recharge
211. Take time to understand and appreciate your unique gifts and talents, then ways to express them in an authentic way. Develop networks of people who will encourage you, and other who you can encourage is a great way to develop the courage to be authentic.
212. That one key of leadership is being a person who can partner with and develop others based on what they need and without coming from what you personally need or from your own agenda.
213. That the male dominated model of workplace which is not suitable to women should change to create a level playing field for women to realise their full potential of women employees.
214. The best part about being a leader is watching the personal and professional growth and development of those that you are leading. Encourage employees to grow as they explore

their leadership talents.

215. The definition of poise -- the art of raising the eyebrow rather than the roof. My father instilled this principle early on and his advice has been invaluable to me!
216. The only way your light can shine is if you share it with others. You have to walk in your light and people will follow.
217. Think about how you can work collaboratively with the people you lead. What can you do to support them. Allow decision making to occur where the work is happening.
218. Think about the key values that drive you and make sure others perceive them too. Practice talking about yourself in terms of the value you bring to others or organizations and the skills you learned along the way.
219. Think beyond self. Give even if you are left with none. Speaking up against injustice.
220. Think BIG
221. To be genuine and approachable. Make yourself available to others.
222. To be yourself and allow yourself to be vulnerable. People respond more favorably to those they view as authentic.
223. To get involved and to not be afraid to walk into a room of people you do not know and introduce yourself.
224. To just do it! there is nothing like being looked at as a leader. Taking charge and being noticed. It's important to me because my leadership skills go along way. I believe we can all be leaders if we put our minds to it.
225. To managers, directors, any leader: positive reinforcement works every time. I am more loyal to those that took the time to positively reinforce professional behaviors or actions than those who tended to respond with agitation or penalization.
226. To not let them fool by mass-media, to believe and hold on to ethics and values worth it.
227. To not lose yourself as a person when leading. To live your values and have the courage to challenge those who do not, both in business and society.
228. To remember that it is not about 'us'. We are here in service to each other, to 'be the light' and we must never lose sight of that.
229. To take risks, push past your insecurities.
230. Trust in yourself and in others; have faith in your abilities, be vulnerable and authentic, stand up for others, don't compromise your values
231. try to motivate and inspire your team, driving them to the right direction, being able to recognize their strengths and weaknesses and to support them.

232. Understand themselves and the skill to be flexible in their relationships.
233. Unearth your core values and be true to yourself. Forget living by the expectations of others and live on your own terms
234. We gain energy by sharing with others. Don't hesitate to applaud yourself.
235. Why separate your lives? Be an integrated person and always let your light shine. (This idea is actually a part of the Quaker faith) Your light should shine at all times.
236. Work from your "passion place". Don't try to "change people" by pointing a finger in their face ... that just results in defensiveness and consternation. Shine YOUR light and you will end up giving people permission to shine theirs.
237. Work on yourself as a preparation for helping others
238. You can't be afraid to make changes within your organization. And you have to realize that people won't always love the changes you make, but it isn't you they are annoyed with. You have to be able to see the end, and understand how to manage the change.
239. You don't always have to have the answer surround yourself with a strong team that complements never stop learning - be a lifelong learner
240. You don't have to run people over to get what you want.
241. You don't lead by telling others what to do but by showing them and allowing them to make their own way.
242. You first have to really love yourself & believe in your abilities & unique gifts that God has given you. It's very helpful to have a mentor, as I've had the last year to give you advice & focus on areas you can improve. Don't compromise!
243. You should at least try - it is better than not trying at all. Everyone has a different leadership style.
244. Your light may guide those who are afraid to step out and lead, to realize their full potential and perhaps leadership abilities. Don't ever hold back or apologize for taking steps necessary to make change where it is much needed.
245. Your light will never dull as long as your motivations and tactics are positive and benefits others.
246. Your success is not another person's failure. It's okay to succeed!