

Leadership characteristics for high potential

What do you consider to be your strengths and areas for growth?

You may wish to ask other colleagues to give you feedback. Give an example of your work when you showed two of the characteristics. How do you know? What was the impact? Choose one growth area – what will you focus on to develop the characteristic?

Leadership characteristic	Strengths/ needs development	Evidence: self	Strengths/ needs development	Evidence: colleague; team
Seeks opportunities to learn.				
Acts with integrity.				
Adapts to cultural differences.				
Is committed to making a difference.				
Brings out the best in people.				
Is insightful – sees things from new angles.				
Has the courage to take risks.				

**Tool
3.4**

Leadership characteristic	Strengths/ needs development	Evidence: self	Strengths/ needs development	Evidence: colleague; team
Seeks and uses feedback.				
Learns from mistakes.				
Is open to criticism.				
Motivates and inspires.				
Holds people to account.				
Drives for improvement.				
Uses initiative.				
Respects others.				
Thinks strategically.				
Gives others opportunities for development.				
Uses analytical thinking.				

Tool
3.4

My three areas of strength are:

1

2

3

I need to work on the following two areas:

1

2

My plan for action includes:

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My timescale is:

Blank area for writing the timescale.