14 Leadership Traits
Background Information

The Marine Corps Leadership Manual

John Maxwell’s 21 Irrefutable Laws of Leadership

30 years of leadership failures and successes
Applicability

This is not gender specific.

This is not just for those in leadership positions.

This is not just for the workplace.
The potential result of poor leadership....
Five Main Learning Objectives

1) Quickly review 14 key leadership traits.

2) Discuss how they can impact the workplace and other areas of your life.

3) Discuss the difference between Responsibility & Authority.

4) Give you an opportunity to take your own personal inventory on the traits.

5) Use this training to develop your own personal leadership.

Before we get started…
A Few Quick Questions

Do you have ongoing challenges with:

- ✔ Productivity?
- ✔ Quality?
- ✔ Turnover?
- ✔ Follow through?
- ✔ Communication?
- ✔ Customer Service?
- ✔ Morale?
- ✔ What else?

If so, is there little (or no) accountability for the above deficiencies?
A Few more..

Are all members of the team motivated to do the best job possible?

Are they recognized for a job well done?

Are there clear and concise systems in place to ensure folks are set up for success, and not failure?

Would most of your team say they enjoy working for you?

News Alert

“People don’t leave companies, they leave leaders”
LET ME TALK ABOUT MY OWN LEADERSHIP

....OR LACK OF?

WE ALL WANT TO BE GOOD LEADERS!
SO... WHERE DO WE START?

It has to start with our individual CHARACTER
Character: Often times we fail because our **actions** speak so loud ....

...that those around us don’t even hear what we **say.**”

This applies to your employees, co-workers, peers, teammates, and your family.
"LEADERSHIP IS A COMBINATION OF STRATEGY AND CHARACTER. IF YOU MUST BE WITHOUT ONE, BE WITHOUT THE STRATEGY."

- GEN. H. NORMAN SCHWARZKOPF
So how do you know if you have good character?

A really good indicator…

Is if those who know you the best, respect you the most.

What about those who work with you…those in your fighting hole with you?
Some **critical** elements to a fighting hole?

**Purpose:** To Effectively Defend and Protect
You have to be willing to learn..
You have to be committed - diligent
You got to start somewhere…
It requires team work!

You have to lead by example…
However, what if we were to fall asleep in our fighting holes?
What if we quit and just leave our fighting hole?
If we prepare and fight the good fight – we can have Victory!

M60 Main Battle Tank (1957)
Main Gun 105 MM - 56 Tons

T72 Soviet Tank (1972)
Main Gun 125 MM – 41 tons
FOURTEEN LEADERSHIP TRAITS

JUDGEMENT

DEPENDABILITY

ENDURANCE

ENTHUSIASM

INITIATIVE

COURAGE

UNSELFISHNESS

DECISIVENESS

LOYALTY

TACT

JUSTICE

BEARING

KNOWLEDGE

INTEGRITY
JUDGMENT:

- The ability to anticipate situations, avoid hasty decisions and apply good common sense.

- Anyone who makes **sound decisions**, either has **personal** knowledge to solving a problem, or has the presence of mind to **confer with experts**.

- Too much pride or ego, causes them to try to do it on their own. In most cases, this proves to be “poor judgment”.
“a delay is better than a disaster” Captain Sullenberger

US Airways Flight 1549 -

A great example of “good judgment”
“not even God could sink this ship” Captain Smith

Titanic - 1911

An great example of “poor judgment”
JUDGMENT:

Do you have more leaders like Captain Sully or Captain Smith in your organization?

.....which one are YOU more like?

Be careful, your team is going to follow your example.
Is accountability and discipline enforced for all?

Is the “good ole’ boy” culture in place?

No room for favoritism. Your every move is being watched by all.

Justice is IMPERATIVE…your team may not like it, but they will respect you for it.
DECISIVENESS

- A wise leader gets all the facts, then calmly and quickly arrives at a sound decision.

- A good leader knows that they may need to go to the duty experts and ask for help.
ENDURANCE

- It is the *mental* and *physical* stamina which is measured by the ability to withstand pain, fatigue, stress, and hardship.

*Good leaders have to be able to withstand both.*
Physical endurance ….don’t wait too long…..
Initiative

- Has the workplace fostered an environment where this is encouraged?
- Are other members of the crew encouraged to make suggestions for improvement?

Great initiative

ENCOURAGE IT

Taking action in the absence of orders.

Does your workplace foster initiative?
ENTHUSIASM

Leaders are optimistic, cheerful, willing to accept the challenges of the job, and determined to do the best job possible.

Display a sincere interest in the performance of duties.

Marine to Ironworker to Safety Consultant

REALLY?
Leaders LOOK professional.

Leaders ACT professional.

Leaders TALK professional.
Unselfishness

- Good leaders do not put themselves first.

They do not abuse their responsibility / privileges (office, company vehicle, salary)

- Good leaders are willing to reward their crew.

- “What’s in it for me?” = Poor Leadership.
People don’t CARE if you KNOW about them, they want to KNOW you CARE about them.
TACT

- Tact is the ability to deal with others in a manner that will avoid offense.

Self control is essential

Praise in Public – Punish in Private
...DON'T BE LIKE TERRY
Tact: There are Two Different Styles

- Authoritative Leadership: Not effective unless emergency.

- Persuasive Leadership: Most effective method.

Persuasive leadership demonstrates good tact and self-control. It’s often the only effective way to communicate.

So what if it doesn’t work?
Courage is not the absence of fear, it is action in the presence of fear.

Moral courage: Stand up for what is right! Regardless of what others are doing.

As leaders WE are 100% responsible for our teams mistakes.

Don’t blame it on anyone else...(last week).

Preparation helps remove fear.

Know your job and you will overcome fear.
Leaders should seek self improvement!

Leadership can be taught – but we have to WANT it.

Leaders should seek wise counsel from others.

However, all too often our knowledge is obtained through…

PAIN - WHY?
**DEPENDABILITY**

- They are on time?
  
  “If your not 5 minutes early – you’re late!”

- They enforce your company’s policies and procedures…in your absence.

- They will not “cover up” an incident or mistake.

- They don’t just tell you what you want to hear.
LOYALTY

Faithfulness to the organizations and its’ employees.

Good leaders do not allow personal opinion or selfishness to interfere with the mission.

This applies to your family and your spouse!
INTEGRITY

- Leaders have **upright** and **sound** or moral principles.

- Truthfulness and honesty.

- “If you see something going down…. **STAND UP!**”

- In my opinion, this is the **most important** leadership trait.
I N T E G R I T Y

- Promptly admit when they are wrong.
- Be humble enough to say “I don’t know”
- Love your team enough to tell them the truth, because you truly care about them.
- If a leader can master all the other traits and not this one – they still cannot lead.
How do we measure up?

If this material made you a little uncomfortable – that’s OK. …"awareness is the first step to transformation”.

All of us have room for improvement - Leadership is a process, it does not happen overnight.

If you felt good about certain traits its because it is one of your strengths. Celebrate that!

If you felt uncomfortable about another trait, it’s probably not one of your strengths….so just work on it.
...and don’t forget about this.

- The Plaintiff
- The Owner
- The Safety Director & Supervisor
- The crew
Summary

1) We discussed 14 key leadership traits.

2) Identified how they can impact ALL areas of your life.

3) Discussed the difference between Responsibility & Authority.

4) You know have an opportunity to take your own personal inventory on these traits.
What’s Next?

- Post these traits where you will see them everyday.
- Continue to build on your strengths and your weaknesses.
- Apply these and have a positive impact on yourself, your team, the organization and even your family.
FOURTEEN LEADERSHIP
TRAITS

JUDGEMENT
ENDURANCE
INITIATIVE
UNSELFISHNESS
LOYALTY
JUSTICE
DEPENDABILITY
ENTHUSIASM
COURAGE
DECISIVENESS
TACT
BEARING
AND INTEGRITY

Let’s go out and lead them!
THANK YOU!