



Human Systems

Build people potential. Improve organizational outcomes.

Personal Leadership Definition and Effective Leadership

“Leadership” is another word for “purposeful change”. We lead for changes that we think would make the world a better place. Using this worksheet, you will create your own definition of effective leadership and a plan for growing your leadership skills.

- 1) First, reconnect with your passion – why do you do what you do?
 - a. What inspired you to get into social work or human services – what is your story?

- 2) What motivates you to make change? What kinds of relationships or experiences inspire you? What kinds of experiences make you angry or touch your sense of injustice, unfairness, or other primary values and morals?
 - a. Inspirational experiences

 - b. Frustrating experiences

- 3) *Leadership vision:* A vision statement is how the world would look if your work in human services was not needed anymore. If a miracle happened overnight and everything was perfect, what would that look like? Keep in mind that a vision may not be achieved in your lifetime.



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4) *Leadership mission:* A mission statement describes very broadly what you do every day to work towards your vision. How will you get from here to there? Consider how you might overcome major barriers to your vision.

5) *Leadership activities:* These are more specific behaviors, or patterns of behavior, in which you consistently engage to achieve your mission.

6) *Leadership attributes:* What attributes and skills do you have right now that will aid you in your leadership activities and help you achieve your mission and vision?

My personal leadership definition:

To _____, so that _____.
(LEADERSHIP MISSION) (LEADERSHIP VISION)

I will accomplish these goals by _____
(LEADERSHIP ACTIVITIES)

using my _____
(LEADERSHIP ATTRIBUTES)



Leadership Development Plan

Throughout this workshop, you were asked to think about what changes (“deltas”) you could make in your own attitude and behavior that could enable positive change in your environment. Choose a few changes that you would like to work on and put each one in a box in the “Deltas” column. You were also asked to think about what leadership attributes you already have. In the “Leadership skills” column, write down the attributes you think would help you make the changes you want to make. Next, write down what specific actions you will take to work on the change, and the time frame.

Deltas	Leadership skills	Actions	Time Frame