Leadership Skills
# Leadership Skills: DePauw

- Leadership is a key part of life at DePauw.
- Students take leadership both in and out of the classroom.
- Writing and speaking effectively about your skills and competencies is a key part of moving forward with internships, independent research, service, fellowships, jobs, off campus study, and graduate school.

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- Others
Definition:
- Initiates and/or manages the change process and energizes it on an ongoing basis, taking steps to remove barriers or accelerate its pace.

Behavioral Indicators:
- Communicates a compelling vision and need for change within one's department/group/University that generates excitement, enthusiasm, and commitment to the process.
- Obtains and provides resources to implement change initiatives and works to make others feel ownership of the change.
- Clearly communicates the direction, required performance, and challenges of change to all involved parties.
- Identifies and enlists the support of key individuals and groups to move the change forward.
- Serves as a personal model of the change that one expects of others by demonstrating commitment to innovation and continuous improvement in organizational performance.
Definition:
- Works to improve and reinforce performance of others. Facilitates their skill development by providing clear, behaviorally specific performance feedback, and making or eliciting specific suggestions for improvement in a manner that builds confidence and maintains self-esteem.

Behavioral Indicators:
- Listens actively and effectively.
- Provides feedback that is clear and direct. Describes the impact of actions and checks for understanding.
- Establishes an effective, professional, and positive relationship with staff.
- Establishes trust.
- Focuses on staff member's behaviors.
- Creates an environment that allows staff to feel motivated to work and interact.
Definition:
- Promotes and generates cooperation among one's peers in leadership to achieve a collective outcome; fosters the development of a common vision and fully participates in creating a unified leadership team that get results.

Behavioral Indicators:
- Takes into account the organization as a whole when making decisions. Separates one's own interests from organization interests to make the best possible judgments for the organization.
- Identifies and pushes for solutions in which all parts of the organization can benefit.
- Builds consensus among one's peers in leadership.
- Communicates key priorities and how one's division or department contributes to achieving those priorities.
- Shares goals with peers in the organization to increase alignment, cooperation, and opportunities to collaborate.
Definition:
- Brings substantial conflicts and disagreements into the open and attempts to manage them collaboratively, building consensus, keeping the best interests of the organization in mind, not only one's own interest.

Behavioral Indicators:
- Recognizes conflict and identifies ways to help involved parties work through conflict.
- Identifies areas of agreement when working with conflicting individuals or groups.
- Maintains awareness of broad, longer-term objectives and works to ensure that all parties share this awareness while seeking solutions.
- States own point-of-view without criticizing the other person's.
- Responds to opposing views in a non-defensive manner.
INFLUENCE

Definition:
- Asserts own ideas and persuades others, gaining support and commitment from others; mobilizes people to take action, using creative approaches to motivate others to meet organization goals.

Behavioral Indicators:
- Able to make a good/persuasive argument to persuade/influence audience.
- Develops and uses subtle strategies to influence others.
- Works to make others feel ownership in one's own solutions.
- Identifies key decision-makers on issues of concern.
- Develops and effectively uses networks, inside and outside the organization.
**TEAM LEADERSHIP**

**Definition:**
- Willingly cooperates and works collaboratively toward solutions that generally benefit all involved parties; works cooperatively with others to accomplish company objectives.

**Behavioral Indicators:**
- Participates willingly in activities as a good role player that works well with others.
- Puts goals of the group ahead of one's own agenda, and supports and acts in accordance with final group decisions even when such decisions may not entirely reflect one's own position.
- Solicits the input of others who are affected by plans or actions and gives credit and recognition to others who have contributed.
- Works to build consensus within the group/department/University.
- Demonstrates concern for treating people fairly and equitably.
Crafting Your Materials

- See an advisor in the Union Building
- Make an appointment with an advisor in the lobby of the Union Building
- Visit with alumni in a field of interest to you by connecting on LinkedIn or the Alumni Gateway