

Figure 1.1: The Forty Leadership Priorities

From the following forty priorities, choose your top ten.

1. **Influencing:** I want to see my ideas, tools, or plans being used by others to create improvements, efficiencies, or significant change.
2. **Shepherding:** I work to ensure that everyone is clearly aware of our values and vision and that they are making decisions and choices that align with those values and our vision.
3. **Empowering:** I strive to enable others to learn to lead themselves and take the initiative in their work.
4. **Connecting:** I listen to understand the viewpoints, feelings, and aspirations of those I lead; doing so increases my effectiveness.
5. **Networking:** I am committed to making connections, sharing resources, and establishing relationships to enhance my team's effectiveness.
6. **Innovating:** I explore resources, research-based innovations, ideas, theories, and learning opportunities on multiple fronts to stay abreast of best practices.
7. **Legacy:** I want to be involved in new ideas, paradigm shifts, or solutions to problems that others thought were difficult or even unsolvable.
8. **Mastery:** I value seeing initiatives implemented in depth so that teachers and students develop needed skills and knowledge.
9. **Relationships:** I invest time in building bonds with others for mutual support that can go beyond what the task at hand might require.
10. **Collaboration:** I want to foster meaningful teamwork where people enjoy working together and keep everyone's best interests in mind.
11. **Individuality:** I value opportunities for solo efforts, making the most of each person's unique gifts, creativity, and inspirations.
12. **Personal development:** I am committed to continuous improvement of the skills and knowledge I and others need to reach our full potentials.
13. **Realism:** I value representing things as they really are and having the pulse of my team's capacity, engagement, and sense of efficacy.
14. **Balance:** I want to model limits on work so that I, and those with whom I work, make time for family, health, leisure pursuits, nature, and relationships.
15. **Visioning:** I believe in co-creating images of the future that motivate people and then leading them to work toward those common purposes.
16. **Optimism:** I want to inspire confidence in those I lead, so that our efforts will bring success.
17. **Experience:** I thrive when using our knowledge and past work, which are key to improving performance or to planning and implementing new but related work.
18. **Creativity with the known:** I value using sound judgment, proven routines, and known information for continuous improvement in practical matters.
19. **Challenge:** I am motivated by exciting problems or difficult and risk-filled tasks that enhance skills and prove competency.
20. **Creativity with the new:** I value using my imagination and inspirations to devise original ideas, theories, tools, methods, or plans that bring about change.

21. **Efficiency:** I want to organize our work environments, processes, tasks, and such, so that goals are met with little waste of time, talent, or materials.
22. **Adaptability:** I model being able to adjust to ever-changing circumstances, responding to the needs of the moment.
23. **Fair-mindedness:** I believe in calmness and objectivity, using consistent standards so that my decisions and actions are fair, just, and effective.
24. **Empathy:** I believe in stepping into the shoes of others and understanding their experiences, values, and points of view.
25. **Results:** I put meeting or exceeding our stated goals at the top of my priority list.
26. **Measurability:** I want to ensure we are using helpful data, soft and hard, to assess progress toward goals.
27. **Trust:** I am committed to creating an environment where people can rely on me and others, on our integrity, reliability, vulnerability, compassion, strength, and support.
28. **Appreciation:** I want to create an atmosphere where people demonstrate respect for each other, regardless of expertise.
29. **Expertise:** I model respect of competency—thinking highly of demonstrated skills, knowledge, work, and results.
30. **Openness:** I seek and ponder contrary data, new perspectives, and other points of view before reaching conclusions.
31. **Organization:** I emphasize thinking through project or systems processes, needs, and expectations to create workable plans and practices.
32. **Accountability:** I establish realistic expectations and responsibility for outcomes, striving for clarity regarding what is and isn't under our control.
33. **Originality:** I value tapping our imaginations, connecting ideas in unusual ways, and using artistic skills or other tools to find unique pathways.
34. **Autonomy:** I foster teams where each member can be effective when thinking and acting independently.
35. **Dependability:** I want to be known as trustworthy and reliable, carrying out the charges I have been given.
36. **Complexity:** I recognize when linear solutions are inadequate and plan for uncertainty, paradoxes, multiple scenarios, and volatility.
37. **Achievement:** I believe in setting worthy goals, planning for how to reach them, and then doing so.
38. **Perseverance:** I want to model and encourage others in sustaining momentum and having fortitude while marking tangible progress.
39. **Enjoyment:** I want to create a work environment that is inspiring, congenial, and playful, where people can find a touch of fun and humor.
40. **Fulfillment:** I want to concentrate my efforts on the dreams and endeavors that bring meaning and purpose to me and to those I lead.