

Intentional Leadership: 40 Leadership Priorities

1. **Accountability:** Establishing realistic expectations and responsibility for outcomes, and striving for clarity regarding what is and isn't under our control.
2. **Achievement:** Setting worthy goals, planning for how to reach them, and doing so.
3. **Adaptability:** Being able to adjust to ever-changing circumstances and responding to the needs of the moment.
4. **Appreciation:** Creating an atmosphere where people demonstrate respect for each other, regardless of expertise.
5. **Autonomy:** Fostering teams where each member can be effective when thinking and acting independently.
6. **Balance:** Modeling limits on work so that I and those I work with make time for family, relationships, health, leisure, and relaxation.
7. **Challenge:** Being motivated by exciting problems or difficult, risk-filled tasks that enhance skills and prove competency.
8. **Collaboration:** Fostering meaningful teamwork where people enjoy working together and keep everyone's best interests in mind.
9. **Connecting:** Listening to understand the viewpoints, feelings, and aspirations of those I lead increases my effectiveness.
10. **Creativity with the Known:** Using sound judgment, proven routines, and known information for continuous improvement in practical matters.
11. **Creativity with the New:** Using my imagination and inspirations to devise original ideas, theories, tools, methods, or plans that bring about change.
12. **Depth:** Being in charge of long-term, significant projects where major goals are pursued and important expertise is developed.
13. **Dependability:** Being trustworthy and reliable; carrying out responsibilities.
14. **Discovery:** Seeking out and exploring choices, resources, learning opportunities, networks, friendships, theories, and more.
15. **Efficiency:** Organizing work environments, processes, tasks, and such, so that goals are met with little waste of time, talent, or materials.
16. **Empathy:** Being able to step into the shoes of others and understand their experiences, values, and points of view.
17. **Empowering:** Striving to enable others to learn to lead themselves and take initiative in their work.

18. **Enjoyment:** Creating a work environment that is inspiring, and congenial, where people can find some fun and humor.
19. **Experience:** Using knowledge and past work to plan and implement new work.
20. **Expertise:** Modeling respect of competency, honoring demonstrated skills, knowledge, work, and results.
21. **Fair-mindedness:** Being calm and objective, and using consistent standards so my decisions and actions are fair, just, and effective.
22. **Fulfillment:** Concentrating efforts on the dreams and endeavors that bring meaning and purpose to me and to those I lead.
23. **Harmony:** Working to keep conflict at bay so that people can concentrate on the tasks at hand.
24. **Individuality:** Valuing opportunities for solo efforts, making the most of each person's unique gifts, creativity, and inspirations.
25. **Influence:** The desire to see my ideas, tools, or plans being used by others to create improvements, efficiencies, or significant change.
26. **Legacy:** Being involved in new ideas, paradigm shifts, or solutions to problems that others thought were difficult or even unsolvable.
27. **Loyalty:** Enjoying when my skills, experience, and motivations are a long-term match to individuals, organizations, or causes.
28. **Mentoring:** Guiding or supporting others in identifying their goals and developing their potential.
29. **Networking:** Being committed to making connections, sharing resources, and establishing relationships to enhance my team's effectiveness.
30. **Openness:** Seeking out and pondering contrary data, new perspectives, and other points of view before reaching conclusions.
31. **Optimism:** Inspiring confidence in those I lead that our efforts will bring success.
32. **Organization:** Emphasizing that thinking through project or systems processes, needs, and expectations can create workable plans and practices.
33. **Originality:** Tapping our imaginations, connecting ideas in unusual ways, and using artistic skills or other tools to find unique pathways.
34. **Personal Development:** Being committed to continuous improvement of the skills and knowledge I and others need to reach our full potential.
35. **Perseverance:** Encouraging others to sustain momentum and have fortitude while making tangible progress.
36. **Promoting:** Advocating for needed resources and tooting our horn externally.
37. **Relationships:** Investing in building bonds with others for mutual support that can go beyond what might be required for the task at hand.

38. **Results:** Meeting or exceeding our stated goals is a top priority.
39. **Variety:** When my role involves a constant flow of new or novel activities, or many different kinds of activities, I thrive.
40. **Visioning:** Co-creating images of the future that motivate people, and then leading people to work toward those common purposes.

Source: Kise, Jane A. G. *Intentional Leadership: 12 Lenses for Focusing Strengths, Managing Weaknesses, and Achieving Your Purpose*. Bloomington, IN: Triple Nickle Press, 2013.

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