

Zenger Folkman 17 Leadership Competencies

| Leadership Competencies | What Does This Look Like in Practice? |
|---|---------------------------------------|
| 1. Displays high integrity and honesty | |
| 2. Technical/professional expertise | |
| 3. Solves problems and analyzes issues | |
| 4. Innovates | |
| 5. Practices self-development | |
| 6. Drives for results | |
| 7. Establishes “stretch goals” (goals that challenge you) | |
| 8. Takes initiative | |
| 9. Communicates powerfully and prolifically | |
| 10. Inspires and motivates others to high performance | |

| Leadership Competencies | What Does This Look Like in Practice? |
|---|---------------------------------------|
| 11. Builds relationships | |
| 12. Develops others | |
| 13. Collaboration and teamwork | |
| 14. Develops strategic perspective | |
| 15. Champions change | |
| 16. Connects the group to the outside world | |
| 17. Cultural competency | |

Adapted from FAQ: The 16 Competencies: Defining Behaviors, Zenger Folkman (n.d.). Retrieved from <http://zengerfolkman.com/wp-content/uploads/2013/12/FAQ-16-Competencies-Defining-Behaviors.pdf>

