

# Leader Impact Toolkit

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# Crafting Your Leader Impact



More than ever, leaders need to activate inspiration for themselves and others. Use this framework to design a strengths and purpose-driven leader impact plan.

## Engineering Your Leader Impact

What are your unique strengths as a leader?

Identify the shared values you want to activate:

- What personal values guide you?
- What shared team values guide you?

Identify your leadership guiding principles:

How do you want people to characterize your leadership?

What is your desired impact?

(Micro + Macro)

**Write down your overarching leader impact statement**, defined as: how you use your unique strengths and leadership principles to have the kind of impact you want to have as a leader

<b>WISDOM</b>	<b>CREATIVITY</b> <ul style="list-style-type: none"> <li>• Originality</li> <li>• Adaptive</li> <li>• Ingenuity</li> </ul>	<b>CURIOSITY</b> <ul style="list-style-type: none"> <li>• Interest</li> <li>• Novelty-Seeking</li> <li>• Exploration</li> <li>• Openness</li> </ul>	<b>JUDGMENT</b> <ul style="list-style-type: none"> <li>• Critical Thinking</li> <li>• Thinking Things Through</li> <li>• Open-mindedness</li> </ul>	<b>LOVE OF LEARNING</b> <ul style="list-style-type: none"> <li>• Mastering New Skills &amp; Topics</li> <li>• Systematically Adding to Knowledge</li> </ul>	<b>PERSPECTIVE</b> <ul style="list-style-type: none"> <li>• Wisdom</li> <li>• Providing Wise Counsel</li> <li>• Taking the Big Picture View</li> </ul>
<b>COURAGE</b>	<b>BRAVERY</b> <ul style="list-style-type: none"> <li>• Valor</li> <li>• Not Shrinking from Fear</li> <li>• Speaking Up for What's Right</li> </ul>	<b>PERSEVERANCE</b> <ul style="list-style-type: none"> <li>• Persistence</li> <li>• Industry</li> <li>• Finishing What One Starts</li> </ul>	<b>HONESTY</b> <ul style="list-style-type: none"> <li>• Authenticity</li> <li>• Integrity</li> </ul>	<b>ZEST</b> <ul style="list-style-type: none"> <li>• Vitality</li> <li>• Enthusiasm</li> <li>• Vigor</li> <li>• Energy</li> <li>• Feeling Alive</li> </ul>	
<b>HUMANITY</b>	<b>LOVE</b> <ul style="list-style-type: none"> <li>• Both Loving and Being Loved</li> <li>• Valuing Close Relations with Others</li> </ul>	<b>KINDNESS</b> <ul style="list-style-type: none"> <li>• Generosity</li> <li>• Nurturance</li> <li>• Care &amp; Compassion</li> <li>• Altruism</li> <li>• "Niceness"</li> </ul>			<b>SOCIAL INTELLIGENCE</b> <ul style="list-style-type: none"> <li>• Aware of the Motives/ Feelings of Self/Others</li> <li>• Knowing what Makes Other People Tick</li> </ul>
<b>JUSTICE</b>	<b>TEAMWORK</b> <ul style="list-style-type: none"> <li>• Citizenship</li> <li>• Social Responsibility</li> <li>• Loyalty</li> </ul>			<b>FAIRNESS</b> <ul style="list-style-type: none"> <li>• Just</li> <li>• Not Letting Feelings Bias Decisions About Others</li> </ul>	<b>LEADERSHIP</b> <ul style="list-style-type: none"> <li>• Organizing Group Activities</li> <li>• Encouraging a Group to Get Things Done</li> </ul>
<b>TEMPERANCE</b>		<b>FORGIVENESS</b> <ul style="list-style-type: none"> <li>• Mercy</li> <li>• Accepting Others' Shortcomings</li> <li>• Giving People a Second Chance</li> </ul>	<b>HUMILITY</b> <ul style="list-style-type: none"> <li>• Modesty</li> <li>• Letting One's Accomplishments Speak for Themselves</li> </ul>	<b>PRUDENCE</b> <ul style="list-style-type: none"> <li>• Careful</li> <li>• Cautious</li> <li>• Not Taking Undue Risks</li> </ul>	<b>SELF-REGULATION</b> <ul style="list-style-type: none"> <li>• Self-Control</li> <li>• Disciplined</li> <li>• Managing Impulses &amp; Emotions</li> </ul>
<b>TRANSCENDENCE</b>	<b>APPRECIATION OF BEAUTY &amp; EXCELLENCE</b> <ul style="list-style-type: none"> <li>• Awe</li> <li>• Wonder</li> <li>• Elevation</li> </ul>	<b>GRATITUDE</b> <ul style="list-style-type: none"> <li>• Thankful for the Good</li> <li>• Expressing Thanks</li> <li>• Feeling Blessed</li> </ul>	<b>HOPE</b> <ul style="list-style-type: none"> <li>• Optimism</li> <li>• Future-Mindedness</li> <li>• Future Orientation</li> </ul>	<b>HUMOR</b> <ul style="list-style-type: none"> <li>• Playfulness</li> <li>• Bringing Smiles to Others</li> <li>• Lighthearted</li> </ul>	<b>SPIRITUALITY</b> <ul style="list-style-type: none"> <li>• Religiousness</li> <li>• Faith</li> <li>• Purpose</li> <li>• Meaning</li> </ul>



## Roster of Personal Values

Aesthetics, arts  
Accuracy, precision, correctness  
Achievement, merit  
Accountability, responsibility  
Advancement, promotion  
Adventure, excitement, risk  
Affection (love, caring, empathy)  
Affiliation, belonging  
Authority  
Autonomy, independence  
Balance  
Challenge - mental  
Challenge - physical  
Change, variety, fast pace  
Collaboration  
Community  
Competence, mastery  
Competition  
Connection  
Contribution, impact  
Cooperation, teamwork  
Country, culture  
Courage  
Creativity, innovation  
Diversity, tolerance  
Duty, honor  
Economic prosperity  
Economic security  
Efficiency, market  
Empowerment  
Engagement, involvement  
Environment, nature  
Ethics, integrity  
Excellence  
Fame  
Family  
Financial gain, wealth  
Freedom, democracy

Friendship  
Fun, humor  
Happiness  
Health  
Helpfulness, healing  
Honesty, openness, candor  
Inner harmony  
Intellect, ideas  
Intuition  
Knowledge  
Labor - manual  
Labor - mental  
Leading, inspiring  
Loyalty  
Making a difference, public service  
Moderation  
Order (tranquility, stability)  
Personal development  
Pleasure, recreation  
Power, influence  
Privacy  
Purity  
Quality  
Reason, science  
Recognition  
Responsibility  
Safety  
Security  
Self - motivation  
Self - respect  
Social welfare, social change  
Sophistication, erudition  
Spirituality, faith  
Stability (tradition, history)  
Status, prestige  
Trust, reliability  
Truth  
Variety, change  
Wisdom



## **Be Dedicated**

Demonstrate loyalty and respect to colleagues and clients.

## **Be Honest**

Be true to yourself and to the organization.

## **Be Humble**

Approach every situation knowing that there is always something new to learn.

## **Be Altruistic**

Always give freely for the better of society.

## **Be Adaptable**

Approach change with flexibility and open-mindedness.

## **Be Better**

Strive to be better for yourself, the company, the client, and the community.



