Team Leadership: Rate Your Leadership

Team leaders have lots to keep in mind. Review the skills listed here. The acronym spells LEADER and makes it easier for you to remember. Get together with several other team leaders. Rate yourselves in each of the six areas. Then determine what you can each do to improve your skills and coach each other.

**Listen with respect**
- Seek feedback and guidance.
- Listen in order to understand.
- Be positive, affirming, challenging, and fair.

**Everyone must be informed**
- Give honest, accurate explanations.
- Take time to keep everyone up to speed.
- Ensure communication is consistent.

**Accessible to all**
- Be receptive; think before you respond.
- Set an image of wanting to be involved.
- Invite dissent.

**Delegate responsibility**
- Ensure responsibilities are well defined and understood.
- Establish a clear mission and goals.
- Encourage decision making.

**Encourage participation**
- Value the experience and knowledge of team members.
- Create synergy among members.
- Engage everyone on the team.

**Reinforce freely**
- Inspire others.
- Provide lots of creative reinforcement.
- Determine what’s important for each individual.