

Leading with Impact

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Me at my best:

What strengths and values of mine are activated when I am at my best?

What impact can I have as a leader that is most meaningful to me?

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

Write down 3 concrete initial steps to put this statement into action. Also note: what reservations do you have? Who will you commit to being to bring this plan to action?



The VIA Classification of 24 Character Strengths

ViaCharacter.org

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

References: Individual Values

Aesthetics, arts	Friendship
Accuracy, precision, correctness	Fun, humor
Achievement, merit	Happiness
Accountability, responsibility	Health
Advancement, promotion	Helpfulness, healing
Adventure, excitement, risk	Honesty, openness, candor
Affection (love, caring, empathy)	Inner harmony
Affiliation, belonging	Intellect, ideas
Authority	Intuition
Autonomy, independence	Knowledge
Balance	Labor - manual
Challenge - mental	Labor - mental
Challenge -physical	Leading, inspiring
Change, variety, <u>fast pace</u>	Loyalty
Collaboration	Making a difference, public service
Community	Moderation
Competence, mastery	Order (tranquility, stability)
Competition	Personal development
Connection	Pleasure, recreation
Contribution, impact	Power, influence
Cooperation, teamwork	Privacy
Country, culture	Purity
Courage	Quality
Creativity, innovation	Reason, science
Diversity, tolerance	Recognition
Duty, honor	Responsibility
Economic prosperity	Safety
Economic security	Security
Efficiency, market	Self - motivation
Empowerment	Self - respect
Engagement, involvement	Social welfare, social change
Environment, nature	Sophistication, erudition
Ethics, integrity	Spirituality, faith
Excellence	Stability (tradition, history)
Fame	Status, prestige
Family	Trust, reliability
Financial gain, wealth	Truth
Freedom, democracy	Variety, change
	Wisdom

Sample Leader Impact Statements

"As a leader in higher education, I am committed to developing academic (and co-curricular) programs that are innovative, meet ever-changing demands in the marketplace, and enhance students' overall experience. At a systems level, I am committed to establishing structures and mechanisms that facilitate effectiveness, transparency and accountability. I use my strengths of social intelligence and a love of learning to inspire others to excel in their own work, and to work their hardest in achieving the team's goals. I'll be the Driver I usually am to persist in making it happen, and I will develop my Pillar style to create institutions that will last."

"With bravery and love, I cultivate a culture of empowerment, growth, and high-quality work. I inspire confidence in women to find and foster their professional power."

"As a leader, I bring my strengths of positivity, inclusion, kindness and integrity to the table to inspire communities and the individuals within them.

My focus is on building strong communities that celebrate the diverse individuals within that community.

I value social justice and policies that see and support the value of each person."

"As a leader, I care deeply about the quality of the employee work experience, including engagement, working smarter, and fairness in policies and application.

I model my love of learning and the priority that I place on development.

I positively impact workplace culture by developing authentic relationships based on trust. I use my unique perspective and institutional history to generate elegant solutions to complex issues."

"As a leader, I use my strengths of social intelligence and leadership to be a translator and a connector, bridging communication between my manager, direct reports and clients. I will lean on my Advocate style to connect people, and I will further develop my Innovator to find new pathways to create high quality communication across our team so we can be effective, engaged and productive."
