



Quick CLIX for CHANGE ◀ No: 5

15 Attributes of Change Leaders

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Change leaders know that transforming organisations depends first on our ability to transform ourselves. To lead change, you need to first make personal changes. Are you a real change leader?

➔ Here's a list of 15 attributes to compare yourself against...

1. I am visibly committed to better ways and see change as exciting, worthwhile and relevant
2. I stand by a commitment to change despite uncertainty, personal risk or strong opposition
3. I question existing power bases and norms – work with, through and around the hierarchy
4. I don't fear failure or get too de-motivated by setbacks – always bouncing back to try again
5. I always challenge the boundaries, initiate solving problems and thinking 'outside the box'
6. I have healthy personal initiative – not always waiting for top management direction and inspiration
7. I am motivated and energetic with the ability to energise and inspire others to take self-responsibility
8. I care how others are treated – am fair-minded and sensitive to enabling others to perform and succeed without manipulation or exploitation
9. I go about change quietly and persistently – without grandstanding, crusading or self-promotion – which I know can undercut credibility
10. I have a sense of humour and can see the funny side of things about myself and situations; I work at preventing myself and others losing heart and keep them in touch with reality
11. I set stretching, even tough change targets, performance standards and challenges
12. I have positive conviction to a set of participative, team-based principles that promote collaboration, creativity and self-empowerment
13. I believe in self-management, shared decision-making and joint accountability
14. I am committed to 'telling the truth' – being open and honest in all interactions and relations
15. I put myself in a position to lead change and apply leverage and influence positively.



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