

How to Spot Future Leaders

They Ask Questions, They Speak Up, and They Act.

What They Ask

- What's the goal? The timeframe? How was it decided?
- Can I improvise? Do I have to do it the same way?
- What's behind that thinking? What's missing?
- Does that really have anything to do with us? How do we get to where we want to be?
- Why? How come? I don't get it.
- Other:

What They Say

- I read an article about _____(something unrelated) and it gave me an idea for what we could do.
- Over the weekend I thought of something that could help us.
- Let's go back to our mission and see if all of our plans feed into it.
- I want us to think about the bigger picture, the outcome of our actions, not only today, but also tomorrow and two years from tomorrow.
- Let's try again.
- Relax, we can figure it out. We can find a way.
- Sorry, I goofed. Let's rethink this. Let's learn from this for the next time.
- Other:

What They Do

- Challenge authority, the way things always have been done.
- Keep the mission foremost in their minds and remind others of it.
- Come up with new ideas constantly.
- Question everything positively, not negatively.
- Don't get involved in one-upmanship, or take credit that belongs to others.
- Love challenge, are willing to take a risk.
- Demonstrate commitment...They are doers.
- Other: