



## **FIVE PRACTICES OF EXEMPLARY LEADERS**

---

### **Model the Way**

- Find your voice by clarifying your personal values.
- Set the example by behaving in ways consistent with shared values.

### **Inspire a Shared Vision**

- Envision the future by imagining exciting and ennobling possibilities.
- Enlist others in a common vision by appealing to shared aspirations, hopes, values and dreams.

### **Challenge the Process**

- Search out opportunities to change, grow, innovate and improve.
- Experiment and take risks—constantly generate small wins and learn from mistakes.

### **Enable Others to Act**

- Foster collaboration by promoting collaborative goals and building trust.
- Strengthen others by sharing power and discretion.

### **Encourage the Heart**

- Recognize contributions by showing appreciation for individual excellence.
- Celebrate team accomplishments and create a spirit of community.

*Source:* Kouzes and Posner (2002) *The Leadership Challenge*, San Francisco: John Wiley & Sons.

*Provided by:* Center for Leadership and Community Engagement, George Mason University, <http://clce.gmu.edu>