

# Leaders Influence Culture and Performance

Self Assessment: Questions which I ask myself , as a Leader.....M.G. Williams, Jr.

Leadership is the art and science of achieving desired effectiveness by making decisions, developing people, creating teamwork, serving needs, and inspiring action to realize the leader's vision.

- **Character**: Character is the most important aspect of leadership; it is the core of the leader; it is essential to the end, ways, and means of realizing the leader's vision.  
Are my leadership values, beliefs, principles, and vision aligned with those of the organization?  
Do I lead by example to influence culture and performance in a positive way?
- **Competence**: Leadership involves having competence in achieving desired effectiveness.  
Am I competent and accountable for my ability to achieve desired effectiveness/results/performance?  
Am I continually learning (professional and personal development)?
- **Courage**: Leadership involves courage in making decisions.  
Do I have the courage to make the right decisions regardless of potential criticism?  
Do I ensure that my decisions regard safety as a priority during operations?
- **Commitment**: Leadership involves a commitment to developing people.  
Am I committed to ensure that our people receive professional development /training -to help them succeed as the Team succeeds?  
Am I committed to serving others and causes which are greater than self?  
Am I committed to the safe, secure, efficient, and effective performance of mission?
- **Caring**: Leadership involves caring towards serving needs.  
Do I care for and serve the needs of our people , to include provision of resources (money, people, time) for desired effectiveness?  
Am I accountable for my professional relationships (with boss, peers, people with whom I serve)?
- **Communicating**: Leadership involves communicating towards inspiring action.  
Do I listen? Do I clearly communicate expectations? Do I provide and seek feedback? Do I inspire people to “get things done”?
- **Community**: Leadership involves regard for community when creating teamwork.  
Do I foster teamwork, inclusion, and a community -like culture amongst my diverse workforce in mission performance?  
Do I help create a culture whereby people can identify safety concerns without fear of retribution?