

St. Joseph County Regional Nursing Home Learning Collaborative

Leadership Practices Observations Worksheet

Kouzes and Posner identify five practices of exemplary leaders. For each of these five practices, describe a person who uses the practice in a situation you've observed or been part of in your workplace:

<p>Model The Way Leaders set the example by behaving in ways that are consistent with shared values. Leaders achieve small wins that promote consistent progress and build commitment.</p>	
<p>Inspire A Shared Vision Leaders envision an uplifting and ennobling future. Leaders enlist others in a common vision by appealing to their values, interests, hopes, and dreams.</p>	
<p>Challenge The Process Leaders search out challenging opportunities to change, grow, and improve. Leaders experiment, take risks, and learn from the accompanying mistakes.</p>	
<p>Enable Others To Act Leaders foster collaboration by promoting cooperative goals and building trust. Leaders strengthen people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.</p>	
<p>Encourage The Heart Leaders recognize individual contributions to the success of every project. Leaders celebrate team accomplishments regularly.</p>	