



## 350 ACTIONABLE IDEAS from Participants Distinguishing Qualities

At registration for the event, we asked each participant to...

**Name one quality that you believe distinguishes you as a LEADER and INNOVATOR in your own right.**

Below are the 350 responses we received from around the world.

We encourage you to read through them for ideas, validation, and inspiration. You'll find them useful in seeing your own strengths more clearly, discovering new qualities you want to develop or express, and for establishing new goals for yourself as a leader and innovator.

### **350 ACTIONABLE IDEAS from Participants Distinguishing Qualities**

1. A belief that all things are possible and that all people are to be valued.
2. A commitment to growth and "truth"
3. A great listener!
4. a leader can and should influence others to innovate, he/she motivates and ignite the "I want to do" feeling, while the innovator is someone who actually does the thinking and comes up with new ways for something new
5. A leader is a servant and an innovator is one who is able to see the "whole picture" and understand, to an, extent what happens next. Then the innovator acts upon these anticipated events to create opportunities for the growth of the organization.
6. A passion for helping others.
7. A quest for excellence.
8. Ability to act as a translator and bridge between different cultures, people, perspectives.

9. Ability to adapt to new situations
10. Ability to articulate a vision that moves the agency initiatives and position in the community forward.
11. Ability to bring different perspectives together for a common, higher purpose.
12. Ability to Change
13. ability to comfortably stand on the edge of incompetence for a while....critical with complexity, change and ambiguity in my work
14. Ability to communicate with a vast audience.
15. Ability to 'connect' ideas, people, and action!
16. Ability to encourage people to work successfully towards a common goal without direct line reporting in a heterogeneous intercultural environment across organizational borders and functions.
17. Ability to envision and facilitate real collaboration across organizational and sector boundaries.
18. Ability to implement creative new ideas.
19. Ability to Improvise, Adapt and Overcome
20. Ability to influence others
21. Ability to keep the "big picture" or strategic perspective while executing the action plans to succeed
22. Ability to readily build relationships with colleagues
23. Ability to recognize what skill is a natural for each member of my team and have them shine by using it.
24. Ability to reframe so that ideas connect to what others care about
25. Ability to relate to others of all ranks within my office.
26. Ability to take on a problem and see it to completion
27. Ability to think across disciplines.
28. Ability to develop usable models/theories: Prosthesis Social Personality versus Avatars (useful for Asperger's and others who don't have well developed/defined social skills "Communication -In-Depth Model", multi-dimensional model of risks/mitigators
29. Ability to motivate people
30. Able to anticipate what is coming over the horizon and to harness these changes to make it work for the good of the organization.
31. Accessibility
32. Accountability
33. Adaptability
34. Adaptability and flexibility grounded in compassion.
35. Adaptable and principled.
36. Alike to Frances who confirmed this believe powerfully, I believe and practise Leadership through the Legitimacy of L.O.V.E. around the whole World.
37. Always gets more performance out of my team then others have.
38. always looking to implement a new idea to improve a function or protocol
39. Always thinking of innovative ways to resolve problems facing communities and getting involved as part of the solution. Continually looking at the styles and practices of "level five" leaders for their approach to difficult challenges.
40. Always, always, always have a positive attitude.
41. Am willing to step up and do the difficult things or ask the difficult questions that others are reluctant to do. Sometimes those questions move the discussion to a different and more productive plane.
42. Anticipatory synchronizer
43. As a leader I believe my values and principles guide my behavior which I feel are exemplary to who I am as a leader. (Values of Respect and inclusion, collaboration, authenticity and empowerment)
44. As a servant leader, I am committed to serving followers, who are not on co-workers, whom I mentor and promote, but also clients and business partners and service providers/vendors. It is my

job to bring them to leadership and their service quests.

45. As a true ISTP, my strength at logical analysis and the use of it on practical concerns and in practical application without undue expense to the organization sets me apart as a leader but perhaps may hinder the innovator adventuresome spirit.
46. Attention to detail
47. Attitude is everything
48. Authentic and Servant Leadership
49. Authenticity - what you see is what you get
50. Authenticity
51. Awareness of the tendency of leadership to corrupt and the importance of constant vigilance for people in power.
52. Belief in myself is the number one quality which sets me apart as a LEADER and INNOVATOR in the world.
53. Belief that one individual can make a positive difference.
54. Believe in myself, trust and respect for others, take chances, committed, passion to learn new technologies and use them, honesty, simplicity, learn from past mistakes and share with others, respect Diversity.
55. Believing others have something important to share.
56. Breadth of knowledge and interests means I can apply solutions from other spaces untried in my domain
57. Calculated risk-taker with a servant heart
58. Calculated risk-taking.
59. Capacity to create a vision and inspire and empower others to pursue making it a reality
60. Caring
61. Caring for my associates and doing the job with quality.
62. Change agent
63. Character
64. Character. Looking out the window, not in the mirror.
65. Character; trust; visionary leader
66. Charisma
67. Collaboration and working in new ideas together.
68. Commitment
69. Commitment to make a difference
70. Commitment to people, team succeeding
71. Communicate a connective truth
72. Communication
73. Communication - ability to motivate people to listen to me or do what I request them to do
74. Compassion
75. Compassion and willingness to listen to others and treat others fairly.
76. Compassionate
77. Conceptual rather than Cartesian thinking
78. Confidence in my organization's mission.
79. Constant seeking answers to what I consider the three big questions in life: Who are we?; Why are we here?; and What is the greater good?
80. Continuous learner
81. Courage and flexibility

82. Courageous
83. Creative Thinker
84. Creative thinking & team work
85. Creatively evolving skills to changing jobs, adapting to my transformed physical abilities to increase efficiency and quality in what I do.
86. Creativity
87. Creativity and tenacity
88. Curiosity
89. Curiosity, Action and Comprehension
90. Curious
91. Dedicated.
92. Dependable - do what I say.
93. Desire to Learn
94. Determination
95. Determination to be the best you can be. Forward thinking, no holds barred.
96. Developer
97. Director, Public Service Leadership Program at the George H.W. Bush School of Government and Public Service at Texas A&M University (<http://bush.tamu.edu> and twitter at GBSLeadership).
98. Effective communication - the appropriate level of depth and terminology for the person(s) you are speaking with. Particularly when communicating complex concepts to senior leadership or non-Company executives.
99. Emotional intelligence
100. Emotionally Intelligent
101. Empathic Listening
102. Empathy
103. Empowered co-workers
104. Encouraging and allowing others to use their creativity with a team approach to accomplishing organizational objectives.
105. Energy
106. Engagement
107. Engaging others to move towards high standards and practice.
108. Enthusiastic Visionary
109. Enthusiastic, open and humble
110. Execution.
111. Fearlessness
112. First, I listen. Second, I rely on my manners, those modeled and taught to me by my mother and father, to convey how much I care about you and others.
113. Flexibility
114. Flexibility; Visionary
115. Focus - on mission, on the end desired result
116. Follow through on commitments
117. Foresight
118. Genuine ability to connect with others.
119. Global perception
120. Great listener who sees the possibilities in every situation.

121. Guts
122. Help people do-it-themselves and feel good about it
123. Helping others create their "vision of the future"
124. High capacity as a Visionary as well as the high capacity to see the details.
125. Holding on to values.
126. Honesty
127. Humility
128. I advocate for the "team".
129. I am a connector. Believing strongly in the power of people I take great delight in identifying how the skills and expertise of one person may provide benefit to another with similar interests.
130. I am a creative, strategic thinker who believes in an abundant world. I aspire to always see the best in others and support them in living to their fullest potential.
131. I am a good judge of talent.
132. I am a great listener and a strategic thinker.
133. I am a person who leads from the heart, who spends a lot of time listening to staff, soliciting feedback and intentionally looking for avenues to gain small wins and build trust.
134. I am a physician, an investigator and have access to scientific studies that have been published on the process we are opposing.
135. I am a professional musician and school superintendent: the ability to conceptualize the macro perspective drives my leadership at all levels and the ability to visualize many variations on a theme reinforces that multiple solutions exist to any problem
136. I am able to help a group identify what needs to be done, and then help them decide how to do it
137. I am always available to answer questions and assist with problems as they arise
138. I am always learning and stretching myself beyond where I have been.
139. I am an innovator because I find efficiency in tasks, projects and processes while keeping my focus on overall strategy and 'the big picture'.
140. I am brave!!
141. I am convinced and passionate about what I do.
142. I am deeply committed to truth. Most of my readers will never meet me, but if they do, I want them to see the same person they meet on the printed page.
143. I am not afraid to try new approaches or suggest ideas that may not be "popular".
144. I am personable to most everyone I meet and with whom I engage. I try to use my organizational skills to complement the talents that I possess.
145. I am resourceful and strive to do my job well.
146. I am self aware and seek feedback regularly
147. I am transparent and vocal about the brutal facts relative to the youth we serve and committed to change.
148. I believe I am a leader and an innovator
149. I believe I am distinguished as a leader and innovator by my active listening skills and my ability to empathize with people. I like to solve problems using creative solutions and I enjoy getting everyone to participate in a team.
150. I believe in finding the best in others and encouraging them to achieve their dreams. I also like to find innovative ways to present information and have others participate in the process.
151. I believe in servant leadership. A leader serves, not the other way around.
152. I believe that my ability to see needs, envision solutions, and find the path to get there coupled with my perseverance has distinguished me as a LEADER and INNOVATOR.
153. I believe that my unique communication skills distinguish me as a leader, and my one-of-a-kind point of view and opinions about almost everything distinguishes me as an innovator.
154. I believe that you can learn something from everyone and you should always challenge yourself

- to learn.
155. I believe we all have the resources we need within us right now and that we simply need to give ourselves permission to access it. I have worked on becoming a better listener so that I can help people distinguish what is true for them.
  156. I can think out of the box and take risks.
  157. I care
  158. I care as much about connecting with those I lead and collaborate with as much as accomplishing the goal. I try to lead by inspiring.
  159. I care deeply about my people - their development, their achievements, and their well-being. I am also not afraid to innovate first, and ask forgiveness later.
  160. I do believe that a leader should undoubtedly serve those for whom he or she is or feels responsible. Leadership to me requires equality, humility, trust, respect, integrity, passion and the art of communication and connectivity.
  161. I don't consider my work...work but rather a passion that I enjoy and encourage others to join me.
  162. I firmly believe in Peter Drucker's idea that my "fruit grows up on other people's trees."
  163. I have an insatiable passion for ideas, a deep pleasure to see people reach their potentials, and a total commitment to not compromise my relationship with my Creator, and Redeemer.
  164. I have a passion to make things better.
  165. I have been successful in developing leaders and helping them reach their highest potential.
  166. I have invested time and energy in being able to be present and in the moment for each and every business interaction.
  167. I have the ability to motivate others to achieve their goals.
  168. I honestly don't know. I know I have good qualities when it comes to my development in my career, but I really don't know.
  169. I imagine the possibilities and then begin to move towards them.
  170. I lead, guide, and inspire people to take ownership of their actions and behaviors in the process of embracing change and moving toward their vision.
  171. I like to help people, especially now that I am a business owner, I like helping others with their businesses.
  172. I like to see the larger issues and question them, rather than waiting to be told what to do. This means I often jump into leadership roles because I'm saying "what's happening here?" and "Shouldn't we be thinking about..." when others are waiting for direct
  173. I listen to people and try to hear them as they would like to be heard.
  174. I listen to understand different perspectives of people or aspects of issues before making decisions.
  175. I listen without the end in mind. This permits true collaboration of creative thought to approach & solve anything.
  176. I live by values, and in doing so, believe that others will model after my example.
  177. I place great importance on ensuring everyone in an organization understands their organization and its aspirations, operations, core strategies & values as a working WHOLE, so they can make well informed, strategic, & innovative decisions on their own.
  178. I question what doesn't make sense and am driven to think of a better way to get things done.
  179. I search for and value each individual's contribution.
  180. I see beyond what is to what can be.
  181. I see how absolutely critical it is for cross-functional cooperation and work to meet stakeholders' needs and requirements. We cannot afford to work in silos!
  182. I stay current by never taking the attitude that I've been there, done that. As long as I can take away 1 or 2 new thoughts from a workshop or conference.
  183. I strive to be a listening leader.
  184. I strive to inspire *followership* in all my pursuits whether personal or professional.

185. I take the time to regularly connect with everyone in my organization, using that time to have one or more Leadership Conversation Dr. Covey outlines in his book "The 8<sup>th</sup> Habit" (Ch. 13).
186. I think I have demonstrated experience in the area of good communications. I am strongly involved in the peer mentoring program in UCD. This involves approaching new engineering students, helping them to integrate and adapt to their new environment and let
187. I think outside the box
188. I try to encourage others to be their best.
189. I try to learn about my mistakes.
190. I want all team members to feel ownership/responsibility of project.
191. I welcome ideas from everyone, especially those who are normally left out of the decision making process.
192. Idealistic
193. I'm not afraid to learn and do the job of my staff.
194. I'm passionate about the teaching the next generation to understand, believe in, and engage in civic engagement.
195. Imagination
196. Impatience with the status quo
197. Implementing with passion and focus all the things I learned from Frances.
198. In the ICT-industry, as well as in many other industries, leadership encompasses enabling and driving change so I would like to mention change management skills.
199. inclusive processes with lots of participation for decision-making
200. Insight and seeing things from various viewpoints allows for "out-of-the-box" ideas to formulate and be put into action.
201. Insightful
202. Integrity
203. Integrity , and Trust
204. Integrity. Passionate about learning. Committed to continue to grow and develop.
205. Integrity; standing up for what I believe in; doing what's right always
206. Intuitive
207. Inventiveness
208. Joy for the journey
209. Lead by example
210. Lead many engineering projects at TVA and teach two courses in engineering professional development to undergraduates.
211. Leader is invisible and less selfish
212. Leading by example; always listening to the ideas, concerns and suggestions of the team to provide guidance and solutions based on my experience
213. Listen to the needs of others
214. Listen, support and work to assist with the growth and career development of team members
215. Listener
216. listener and coaching
217. Listening
218. Listening to people and paying attention to what they say
219. Listening to understand
220. listening.... curiosity....open to new ideas, people and opportunities
221. Look ahead farther than the rest of the organization.

222. Love
223. Love every life
224. Magnanimity
225. Managing the “space” between individuals and groups through ongoing conversations about core values and noble cause. Doing so places the emphasis on space management as opposed to time management.
226. May I name two? Empathy and compassion towards others even as I guide, critique and analyze. The ability to persevere when needed, but willingness to step down also - when needed.
227. Motivating, encouraging, and appreciating your people
228. My ability to balance what is best for the associate as well as the Company in the same situation.
229. My ability to communicate my passion and vision for how best to provide services to youth in care.
230. My ability to form relationships with persons who supervise me, the persons who I supervise and the peer employees.
231. My ability to listen and ask questions in a thought provoking way.
232. My ability to remain focused
233. My ability to take any situation and find a positive.
234. My belief that individuals can make a difference, that an individual can inspire others to take action and change the world around us
235. My conviction that team members’ thoughts are integral to understanding and transforming challenges.
236. My dedication to the 4-H leaders, 4-H members, and 4-H program as a whole.
237. My desire to help people move from where they are to where they can be - to help them grow!
238. My encouragement of others
239. My mentoring and support for employees; empowering them to be creative
240. My own personal life experience and how I can utilize that perspective to bring out the best in others.
241. My passion or conviction to believe in those that I lead and the projects we strive to accomplish would be one quality that distinguishes me as a leader and innovator.
242. My willingness to admit that I don’t know all the answers, but I’m willing to learn and work side by side with those I lead.
243. My willingness to take responsibility for visionary efforts marks me as a community and corporate leader. Having the kind of experience and background that lends itself to ‘connecting the dots’ when creating and communicating a vision is my innovation talent
244. Name one quality that you believe distinguishes you as a LEADER and INNOVATOR in your own right.
245. Not afraid to ask questions
246. One quality that distinguishes me as a leader and an innovator is vision. Vision for the company, the team I lead, and the things we can accomplish together.
247. Ongoing conflict between easy focus on motivate, emote, risk, help, share and tough focus on prioritize, choose, finish, and put back items.
248. Open and Inclusive
249. Open minded and fair
250. Openness
251. Openness to listen to and consider new ideas even if they seem at first outlandish. Ability to help people build on the ideas of others.
252. Openness/Receptiveness
253. Optimism
254. Optimism. Looking at problems as opportunities...



255. "Out-of-the-box" thinker
256. Ownership and creativity
257. Passion
258. passion and conviction to my true values
259. Passion and curious
260. Passion for Human Options' mission.
261. Passion for personal AND collective transformation
262. Passion for the mission of Human Options.
263. Passioned Love Community Grow High Value for results nor for hard work
264. Patience
265. People believe in me.
266. People skills - people willing to listen and follow.
267. Perseverance
268. Perseverance - Not to be complaisant (*eager to please; obliging*) with improving the thinking
269. Persistence
270. Persistency
271. Persistent communication
272. Planning & Project Skills
273. POSITIVE INFLUENCE
274. Pragmatic Optimism with a healthy dose of patience and unbound energy.
275. Presence
276. Proactive leader
277. Proactive listener.
278. Putting the needs of others first
279. Quality of openness and honesty.
280. Receptive to new ideas
281. Recognizing good ideas and helping to develop them - seeing beyond the barriers that others think are limiting
282. Relentless focus on the problem until it can be considered as resolved
283. Research & Development
284. Resilience
285. Resilient. Positive attitude. Releasing negativity, move forward. Keep learning.
286. Respect for peers, leaders and clients as individuals. It builds trust and cooperation between us.
287. Respect for self and others.
288. Risk taker.
289. Seeing the big picture and bringing people out of their silos to benefit from the vista.
290. Seeing tough times as opportunities and helping others to see the opportunities as well
291. Seeker/believer of non-traditional approaches to team building and problem solving. Try new things - some work, some don't, and that's okay.
292. self motivated
293. Self-Motivated
294. Sight at vision with steps marked out to reach it.
295. Sincere listener

296. Speaking truth to power
297. Stand up for the values, derived by the principle, "treat others like you like to be treated" =>My Success lies in making others more successful than I am!
298. Started and developed new farm leadership organization in three provinces and grew participants in timely educational sessions to over 6000 people by the fourth year.
299. Strong leadership skills coupled with humor.
300. Tact with kindness
301. Take short term (personal) actions which work towards the long term strategic goals: Set the example and build up trust
302. Technically knowledgeable
303. Tenacity to pursue what is right.
304. The ability and desire to help people develop their capabilities
305. The ability to adapt to a person's personal being style in order to lead them to a place where we can both be conversant or be comfortable in. Thus promoting a valuable channel of communication.
306. The ability to articulate a vision
307. The ability to build capacity within communities through common goals/conversations/mission statements.
308. The ability to connect the dots between a problem and potential solutions and bring people together to make a change.
309. The ability to influence
310. The ability to learn from people in all walks of life at all levels of experience.
311. The ability to listen to the other person.
312. The ability to mobilize a team towards a shared goal.
313. The ability to see the organization as a whole and how my program fits into that framework and develop measurable goals to achieve the desired outcomes that will provide the greatest benefit to the organization
314. The ability to use hindsight, insight and foresight to develop programs and services for the present and future.
315. The ability to utilize reflective thought as well as visionary thought to move business/talent forward.
316. The courage to speak boldly, and defend the position of what is "right" even in the face of disagreement.
317. The quality of be-in awareness
318. The willingness to continue learning from others
319. think connectivity
320. Thinking long term & connecting with people
321. Thinking outside the box. Willing to take risk.
322. Transformer
323. Transparency of the end goal
324. Transparent, flexible, direction with a purpose. Give to your Associates; give to the community, which will give back to the company.
325. Trust
326. Trust in the abilities of others.
327. Trustworthiness
328. Trustworthy
329. Unafraid to explore new ideas
330. Understanding People and recognising their unique gifts and talents.
331. Values based action

332. Versatility.
333. Vision
334. Vision and insight into possibilities
335. Vision, seeing what others don't see
336. Vision/big picture
337. Visionary
338. Visionary, Strategic & Personal Transformation Skill sets.
339. Walking with the Living God
340. Warm - but firm
341. What distinguishes me as a leader is the way I view obstacles...more as a way to find an alternative to getting something accomplished as opposed to being defeated by it. I am an innovator because I have recreated a new career for myself.
342. Willingness to try things and learn from the successes and mistakes of those things.
343. Willingness and ability to find win - win solutions to both difficult situations and change opportunities.
344. Willingness to consider other viewpoints.
345. Willingness to do what's needed to serve our clients
346. Willingness to learn
347. Willingness to learn and reinvent myself
348. Willingness to listen and improve even the most simple aspects of the business
349. Willingness to push back the boundaries of the possible
350. Work ethic

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