



## APPLYING THE PRACTICES OF EXEMPLARY LEADERS

James M. Kouzes and Barry Z. Posner developed 5 practices and 10 principles of Leadership that represents the synthesis of the overwhelming majority of the research in the leadership arena.

These practices seem to be common amongst people who are considered to be outstanding leaders. They are not behaviours that can be easily learned. Not everyone will be able or willing to adopt these practices. They require determination and dedication to the service of others.

Go through each of the 5 practices and thinking about each principle, do you exhibit them in your leadership behaviours? Think of evidence in reality to support your answer. Then tick the relevant Yes or No column.

How many of the principles do you exhibit? What do you need to do or become to strengthen those that you currently exhibit? What do you need to do or become to form the habit of applying those that are not currently exhibited? Revisit this worksheet in 3 months to monitor your progress on what you said that you would do.

For more information, see the Strategic Fit Leadership Module.

Practice	Exhibited		Comments
	Yes	No	
1. Challenge the Process			
- Search for opportunities			
- Experiment			
2. Inspire a Shared Vision			
- Envision the future			
- Enlist others			
3. Enable Others to Act			
- Foster collaboration			
- Strengthen others			
4. Model the Way			
- Set an example			
- Plan small wins			
5. Encourage the Heart			
- Recognise contributions			
- Celebrate accomplishments			