

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Level 5 Leadership Traits

LEVEL 5 LEVEL 5 EXECUTIVE

LEVEL 4 EFFECTIVE LEADER

LEVEL 3 COMPETENT MANAGER

LEVEL 2 CONTRIBUTING TEAM MEMBER

LEVEL 1 HIGHLY CAPABLE INDIVIDUAL

Transformational leaders are lifelong learners. They have a growth mindset and continuously develop their knowledge, skills, and overall capacities.

LEVEL 5 Leaders are humble, determined, persistent, and servant-minded.

LEVEL 4 Leaders build systems to support the mission and a thriving culture.

LEVEL 3 Leaders develop capacities to lead and manage other team members.

LEVEL 2 Leaders collaborate well with other individuals, teams, or organizations.

LEVEL 1 Leaders get things done, have good habits and refined leadership skills.

THE 5 LEVELS

LEVEL 1 LEADERSHIP TRAITS

- I have excellent interpersonal skills and work-related skills; I'm well-organized.
- I possess excellent personal and professional habits that bring out the best in me.
- I am positive, proactive, and self-directed; I'm a quick learner and naturally curious.

LEVEL 2 LEADERSHIP TRAITS

- I follow through on my projects and the commitments I make to my team members.
- I help create a positive, proactive, collaborative team environment.
- I am fully present with team members; I share my ideas, perspective, and power.

LEVEL 3 LEADERSHIP TRAITS

- I create clarity among team members around our shared mission, vision and values.
- I get the right people on my teams and position them for maximum impact.
- I hold people accountable for their words & actions and their agreed-upon goals.

LEVEL 4 LEADERSHIP TRAITS

- I help people align their assets, actions, and conversations with our missional goals.
- I pay attention to our organizational culture and what matters most.
- I create systems, practices, and norms that allow my teams to act, inspect, and innovate.

LEVEL 5 LEADERSHIP TRAITS

- I possess a mindset that is modest yet willful; humble yet fearless.
- I regularly set aside my ego to do what is in the best interests of the organization.
- I possess unwavering resolve to do "whatever it takes" to achieve the greater good.



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