



Tool 18-1. What Inspiring Leaders Do Differently

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Based on Chapter 18, “Unlocking the Mystery of Inspiring Leadership,” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: This list will help you define 10 behaviors and qualities that set inspiring and motivating leaders apart from the rest. Use it to take a big-picture look at yourself or other leaders.

The 10 behaviors fall into three arenas: attributes, behaviors, and emotions.

- **Attributes** are broad and general qualities:
 - Role model
 - Change champion
 - Initiative.

- **Behaviors** are discrete and actionable:
 - Stretch goals
 - Clear vision and direction
 - Communication
 - Developing people
 - Teamwork
 - Innovation.

- **Emotions** are an energy source that makes other things move.