



## 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.