



SEATTLE FIRE DEPARTMENT OFFICERS' ASSOCIATION NEWSLETTER

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What's *Your* Leadership Score?

We can learn a lot by looking at ourselves. Use this Leadership Report Card to rate yourself on a 10-scale for each of the *10 Seattle Way Foundational Building Blocks of Leadership*. Use your score to identify areas in which you can improve, and develop your leadership skills. Keep this report card and review it frequently to check your progress.

1. TACTICAL AND TECHNICAL PROFICIENCY – *Doing my job competently and confidently.*

- I seek continuous self-improvement.
- I am proficient at my job and familiar with the jobs of others on my team.
- I am able to train others in their tasks.
- I encourage others to devote their energies to improving performance.
- I nurture the new members and respect the veterans.
- I consider change a regular event and am ready for it.
- I know and comply with the rules and regulations of the Department.
- I am professional.

2. MOTIVATION – *Being the cause of action. Combining desire and energy to achieve a goal.*

- I encourage high goals and achievement.
- I use influence and positive persuasion to bring people to action.
- I listen to what people need.
- I reward efforts to achieve goals.
- I elevate people to achieve their highest potential.

3. VISION – *Ability to articulate where I want to go.*

- I elevate my life by conscious endeavor.
- I begin with the end in mind.
- I remember that my actions create my future.
- I dare to dream.
- I am creative – challenging limiting assumptions and beliefs.
- I am persistent – following through on my ideas even when I meet resistance.
- I look beyond obstacles and feel empowered to maneuver around them.
- I keep the good of the organization foremost.
- I am willing to compromise individual wants for the greater good of the Department.
- I make a commitment to excellence in everything that I do.
- I become the change that I want to see.

**4. INTEGRITY – *Honestly matching words and feelings with thoughts and actions.
Consistent adherence of action to my personal moral beliefs.***

- I say what I mean and mean what I say.
- I do what I say I am going to do.
- I make commitments and keep them.
- I avoid malicious gossip.
- I get things accomplished without malice, devious action, or taking advantage of others.
- I stand behind my word.
- I walk the talk

5. ***RESPONSE-ABILITY – Taking initiative and proactively choosing my action.***
 - I am value driven.
 - My behavior is a function of my own decisions, not conditions or other people’s actions.
 - My behavior is a function of my own conscious choice, based on values.
 - I carry my own weather with me.
 - I take initiative and recognize my responsibility to make things happen.
 - When I make a mistake, I take immediate steps to correct it.
 - I am proactive – acting before being acted upon.

6. ***COURAGE – Standing up for what I believe.***
 - I am able to perform critical self-assessment, to confront new ideas, and to change.
 - I am confident in what I believe.
 - I strive to conquer fear, danger, or adversity, no matter the context.
 - I take responsibility for my decisions and actions.
 - I seek first to understand and then to be understood.
 - I deal with issues outside my own self-interest.
 - I speak up and speak out against inappropriate conduct and behavior.

7. ***INITIATIVE – Taking responsibility to make things happen.***
 - I am a catalyst for action.
 - I am a self-starter.
 - I do what needs to be done without having to be asked.
 - My guidelines for initiative: prevent harm, survive, and be nice.

8. ***RESPECTFUL – Recognizing the absolute dignity that every human being possesses.***
 - I have compassion and consideration for every person.
 - I have sensitivity to and regard for the feelings and needs of others.
 - I look out for the well being of every member of my team.
 - I am able to see multiple points of view.
 - I can communicate with people who have a different perspective than mine.
 - I am aware of my effect on others.
 - I am willing to respectfully live with the actions of others.
 - I never give up on people.
 - I don’t finger-point.
 - I treat others as I wish to be treated.

9. ***HUMILITY – Willingly admitting mistakes and learning from them.***
 - I am teachable all my life.
 - I accept mistakes as learning experiences.
 - I share those learning experiences for the benefit of all.
 - I am selfless, not self-serving.
 - I focus on the job to get done, not on power, wealth, fame, or possessions.
 - I am confident, not proud or arrogant.
 - I am courteous and respectful to everyone no matter how different they are from me.
 - I bear pain; I don’t inflict it.

10. ***ENTHUSIASM – Ability to lead on by exciting desire and eager interest in an activity.***
 - I develop morale and esprit de corps in my team and in the Department.
 - I focus on what is working rather than what isn’t.
 - I focus on what is possible rather than what isn’t.
 - I take a positive approach to change.
 - I instill hope and faith in the future.

The Challenge of Seattle Way Leadership:
 To be a *light*, not a judge
 To be a *model*, not a critic