

## 21st Century Leadership Principles and Related Beliefs

Principle	Beliefs
Believe in Others	<ol style="list-style-type: none"> <li>1. Intelligence is not static and can be develop continuously</li> <li>2. Everyone can practice leadership regardless of role</li> </ol>
Connect with Others	<ol style="list-style-type: none"> <li>3. Being vulnerable and getting to know others builds trust and relationships</li> <li>4. Sharing your mistakes builds credibility</li> <li>5. Celebrations build community, connect events to values, renew commitment, promote social support, and improve everyone’s well-being</li> </ol>
Put Others First	<ol style="list-style-type: none"> <li>6. Giving credit for accomplishments to others is more important than taking credit</li> <li>7. Employees serve customers before serving management</li> <li>8. When outcomes are disappointing, accepting responsibility but never blaming (others or bad luck) is critical for personal accountability</li> <li>9. Leadership is action that focuses on others and not the actor</li> <li>10. Sacrificing or volunteering time, energy, resources, ego, and previous priorities to help others inspires loyalty and commitment</li> </ol>
Give Up Control	<ol style="list-style-type: none"> <li>11. Control erodes relationships</li> <li>12. Leading well is about empowering others</li> <li>13. By making yourself dispensable, you make yourself indispensable</li> <li>14. Command and control is a shared responsibility</li> </ol>
Encourage Change	<ol style="list-style-type: none"> <li>15. Helping others figure out their development enhances their ability to contribute</li> <li>16. Encouraging people to grow and leave their role contributes to organizational growth</li> <li>17. Allowing teams to make mistakes enables them to be open with their mistakes and learn from the experience</li> <li>18. If you change the conditions in which others operate, you can change Their behaviors</li> </ol>
Collaborate with Others	<ol style="list-style-type: none"> <li>19. Organizational charts limit thinking</li> <li>20. Considering problems from a systemic perspective minimizes using blame</li> <li>21. Leadership doesn’t reside with one person</li> <li>22. Influence comes from all directions</li> <li>23. Leadership practices work the same with all populations including peers, customers, supervisors, and subordinates</li> </ol>
Develop Leadership Practices Continuously	<ol style="list-style-type: none"> <li>24. To become fluent in leadership, practice leadership regularly and monitor your effectiveness</li> <li>25. Knowing everything about leadership is not enough</li> <li>26. Leadership involves helping others practice leadership</li> </ol>

From [Nine Practices of 21st Century Leadership: A Guide to Inspiring Creativity, Innovation, and Engagement](#)

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