# **My Personal Leadership Philosophy**

*Jacklyn Biggs, Center for Public Partnerships and Research (used with permission)*

**Context**: The purpose of my leadership philosophy is to clearly communicate and share the system of values that guide my actions and decisions. I developed my Leadership Philosophy based on reflection of who I am, what I believe, and what I am passionate about. Through careful consideration of what experiences have led to these core values, I realized what is most important to me and what values I will not compromise. Here, I share my beliefs, expectations, and commitments.

**My Perspective on Leadership:** Leadership is in us all. It is comprised of actions big and small, mindful and unaware. It is all of the time, in our personal and professional lives. It’s vulnerable and transparent.

At its core, leadership is relational and is, “the art of mobilizing others to want to struggle for shared aspirations” (Kouzes and Posner). Leaders do not lead alone. I believe that leaders empower others to take on challenges for the greater good and to be the best versions of themselves. They see potential and then help others to realize and achieve their greatness. Leaders inspire and energize others.

**Core Values -- The Foundation of my Leadership Philosophy:**

I strive to approach leadership and my everyday life guided by these core values.

* ***Hope –*** I believe that things should and can be better for people and the world. I am passionate about social justice and equity, and know that we can make the world a better place for women, children, youth, and families. I see complex issues through this lens, and expect the same from my colleagues.
* ***Courage –*** Courage is the strength to persevere in spite of fear. It is grit. I aspire to be courageous personally and professionally, and hope to not be held back because I am afraid. From others, I expect a courageous approach to their work and growth with a willingness to learn new things and put themselves out there when opportunities arise. Be vulnerable when the need arises. Let us not let go of courage when things get hard, because this is when they get interesting. We will recognize and celebrate our victories, no matter the size.
* ***Growth*** – I believe that we all have the room and ability to grow and to be better versions of ourselves. I will work to foster a growth mindset within myself and our team, with the intention of leaving ourselves and our work/projects/communities better than we found them. I expect others to be curious about themselves and the world, and to approach feedback with an openness toward personal and professional betterment.
* ***Equality*** – Ibelieve that all humans deserve to be treated justly, respectfully, and provided equitable access to opportunities, health, and happiness. I strive to foster an environment of inclusion and acceptance and expect others to actively do the same.
* ***Honesty and Integrity*** *­–* I believe in making choices and acting in ways that are just and fair. I aspire for my behavior to align with my core values, even when not popular or easy. I strive to approach situations with integrity and open-mindedness and expect the same of others so that we may cultivate trust between us. For me, integrity also comprises of discretion and a respect for confidentiality, and I expect for these to be present from myself and my colleagues and team.

**Commitment:** My commitment is to share this with my colleagues and team and to use it to guide my actions. I will actively engage with and revisit this leadership philosophy regularly to check in with myself about whether my priorities, decisions, and actions support my core values. I will hold myself accountable to consistently living and modeling these values and expect others to hold me to them as well.