

***St. Joseph County Regional Nursing Home Learning Collaborative***

**Leadership Practices Observations Worksheet**

Kouzes and Posner identify five practices of exemplary leaders. For each of these five practices, describe a person who uses the practice in a situation you've observed or been part of in your workplace:

<p><b>Model The Way</b> Leaders set the example by behaving in ways that are consistent with shared values.  Leaders achieve small wins that promote consistent progress and build commitment.</p>	
<p><b>Inspire A Shared Vision</b> Leaders envision an uplifting and ennobling future.  Leaders enlist others in a common vision by appealing to their values, interests, hopes, and dreams.</p>	
<p><b>Challenge The Process</b> Leaders search out challenging opportunities to change, grow, and improve.  Leaders experiment, take risks, and learn from the accompanying mistakes.</p>	
<p><b>Enable Others To Act</b> Leaders foster collaboration by promoting cooperative goals and building trust.  Leaders strengthen people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.</p>	
<p><b>Encourage The Heart</b> Leaders recognize individual contributions to the success of every project.  Leaders celebrate team accomplishments regularly.</p>	