

WSIA LEADERSHIP COMPETENCIES

PANORAMIC PERSPECTIVE

The intentional and proactive act of expanding our cultural competence beyond that of our own.

DEMONSTRATE EMPATHY

A sincere effort to seek to understand and honor the experience and perspectives of others.

CULTURAL SCHOLARSHIP

Intellectual fortitude to enable us to be more effective working across lines of difference.

EQUITABLE INTEGRITY

Recognizing the existence and impact of different realities. Promoting fairness and equity for others.

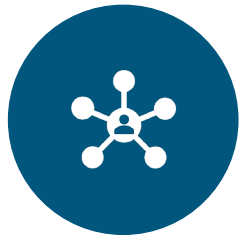
MORAL MOXIE

A commitment to taking action, despite risks, to address disconnects, exclusion and inequities



PANORAMIC PERSPECTIVE

The intentional and proactive act
of expanding our cultural competence beyond that of our own.



DIVERSIFY YOUR
NETWORK OF "GO-
TO PEOPLE"



DEMONSTRATE THAT
DIFFERENCES
MATTER



GET TO KNOW
PEOPLE AND FIND
THE VALUE THEY
BRING



SELF-DEVELOP
THROUGH A VARIETY
OF METHODS



SEEK DIVERSITY IN
ALL THAT YOU DO

DEMONSTRATE EMPATHY

A sincere effort to seek to understand and honor the experience and perspectives of others.



BE AN ACTIVE LISTENER, TRY TO LISTEN AS A PRIORITY AND LISTEN MORE THAN YOU SHARE



RESERVE THE DESIRE TO RELATE TO ANOTHER'S EXPERIENCE BY PREMATURELY SHARING A SIMILAR EXPERIENCE OF YOUR OWN



MANAGE PERSONAL TRIGGERS AND HOT BUTTONS THAT MAY CLOUD YOUR OBJECTIVITY



RECOGNIZE HOW YOUR VALUES AND STANDARDS CAN IMPEDE YOUR ABILITY TO SHOW EMPATHY FOR OTHERS



PROMOTE AN ENVIRONMENT OF GENUINE CARE FOR OTHERS

CULTURAL SCHOLARSHIP

Intellectual fortitude to enable us to be more effective working across lines of difference



DEMONSTRATE
AGILITY.
UNDERSTAND YOUR
AUDIENCE. BE MORE
EFFECTIVE THAN
RIGHT



SEEK, GIVE, AND
RECEIVE FEEDBACK
TO HELP OTHERS
AND THE
ORGANIZATION
GROW



DON'T ASSUME
OTHERS RECEIVE
OUR ACTIONS OR
WORDS AS WE
INTENDED THEM.
CLARIFY MY OWN
AND OTHERS'
EXPECTATIONS



SEEK OUT AND
CONSIDER
OPINIONS THAT ARE
DIFFERENT THAN MY
OWN



STRIVE FOR UNITY
AND
COLLABORATION.
PUT MISSION,
OBJECTIVES, GOALS
ABOVE SELF AND
EGO

EQUITABLE INTEGRITY

Recognizing the existence and impact of different realities.
Promoting fairness and equity for others.



ACKNOWLEDGE
AND HONOR THE
UNIQUE
CIRCUMSTANCES OF
OTHERS



BE ALTRUISTIC,
DEMONSTRATE
THAT THE WELFARE
OF OTHERS IS MORE
IMPORTANT THAN
YOURSELF



ENSURE FAIRNESS IN
OPPORTUNITIES
AND ACCESSIBILITY



UTILIZE YOUR
RESOURCES TO
MAKE A POSITIVE
IMPACT



EXAMINE DATA AND
TRENDS TO ASSESS
INEQUITY

MORAL MOXIE

A commitment to taking action despite risks, to address disconnects, exclusion and inequities.



ADDRESS
DISCONNECTS WITH
OTHERS, DESPITE RISK
OR POTENTIAL
CONFLICT



BE ACCOUNTABLE TO
YOUR IMPACT ON
OTHERS REGARDLESS
OF YOUR INTENTIONS



SPEAK UP WHEN I SEE
INEQUITIES AND BE AN
ALLY TO THOSE WHO
SPEAK UP



BE A MODEL OF
COURAGE AND
INSPIRE OTHERS TO
BE COURAGEOUS



ADVOCATE FOR CHANGE
TO INEQUITABLE
PRACTICES

WSIA LEADERSHIP COMPETENCIES

PANORAMIC PERSPECTIVE	DEMONSTRATE EMPATHY	CULTURAL SCHOLARSHIP	EQUITABLE INTEGRITY	MORAL MOXIE
Diversify your network of "go-to people"	Be an active listener, try to listen as a priority and listen more than you share	Demonstrate agility. Understand your audience. Be more effective than right	Acknowledge and honor the unique circumstances of others	Address disconnects with others, despite risk or potential conflict
Demonstrate that differences matter	Reserve the desire to relate to another's experience by prematurely sharing a similar experience of your own	Seek, give, and receive feedback to help others and the organization grow	Be altruistic, demonstrate that the welfare of others is more important than yourself	Be accountable to your impact on others regardless of your intentions
Get to know people and find the value they bring	Manage personal triggers and hot buttons that may cloud your objectivity	Don't assume others receive our actions or words as we intended them. Clarify my own and others' expectations	Ensure fairness in opportunities and accessibility	Speak up when I see inequities and be an ally to those who speak up
Self-develop through a variety of methods	Recognize how your values and standards can impede your ability to show empathy for others	Seek out and consider opinions that are different than my own	Utilize your resources to make a positive impact	Be a model of courage and inspire others to be courageous
Seek diversity in all that you do	Promote an environment of genuine care for others	Strive for unity and collaboration. Put mission, objectives, goals above self and ego	Examine data and trends to assess inequity	Advocate for change to inequitable practices