

# Leadership Evaluation Guidelines

## Behaviors/Values to Measure "HOW"

Vision – Clearly and simply communicates the Strategic Plan and their own division vision. Inspires and energizes others to commit to the Strategic Plan. Leads by example.

Ownership – Reinforces the Strategic Plan in all operational activities. Communicates organization's challenges in a positive manner. Uses expertise to effectively influence the behavior/decisions of College leadership. Accept responsibility for failures and successes.

Constituent Focused – Listens to their constituency and assigns the highest priority to their satisfaction, including internal constituencies. Demonstrated broad campus knowledge/perspective with other departments and leaders. Breaks down barriers and develops influential relationships across campus. Makes decisions, which reflect the campus, President and Board of Trustee perspectives.

Positively Stimulates Change – Creates real and positive change. Sees change as an opportunity. Questions the status quo. Implements new and better ways of doing things. Promotes alternative points of view as being essential to positive change.

Teamwork – Functions effectively both as a leader and as a team member. Respects the talent and contributions of all team members. Creates an env