

PILLARS OF LEADERSHIP

Your involvement in leadership, through both positional and non-positional roles, is an important part of your college experience. These roles help develop a wealth of transferable skills that are not only useful to you now, but can also set you apart in the eyes of a future employer or graduate school. Articulating your leadership skills, knowledge, and experience gained through co-curricular experiences is a vital component of your application materials.

Using a variety of prominent leadership theories, five competencies, or **Pillars of Leadership**, were developed to guide a student's leadership development journey during their time at the George Washington University.

Below each pillar of leadership are some skills you may have gained through your co-curricular experiences. This list is just a starting point. It will be helpful for you to think of your different experiences and list the tasks and accomplishments of each. From that list you can pull out key leadership skills that best describe your abilities and transferable skills.

SELF-AWARENESS

Values ♦ Motivation ♦ Identity Development
Personal Strengths ♦ Opportunities for Growth

DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY, and JUSTICE

Inclusive Practice ♦ Social Justice ♦ Representation ♦ Intercultural Competence ♦ Allyship

INTERPERSONAL DEVELOPMENT

Interpersonal Skills ♦ Dialogue Across Difference
Verbal and Non Verbal Communication

ORGANIZATIONAL MANAGEMENT

Goal and Mission Development ♦ Group Dynamics ♦ Conflict Management
Task Completion ♦ Policies and Procedures

SOCIAL RESPONSIBILITY

Respect ♦ Empathy ♦ Ethics ♦ Integrity
Community Building ♦ Civic Engagement ♦ Service

PILLARS OF LEADERSHIP

SELF-AWARENESS

Understanding One's Values ♦ Motivation ♦ Identity Development
Personal Strengths ♦ Opportunities for Growth

Self awareness is vital to effective leadership. Developing self-awareness includes engaging in reflection to better understand what one's values, personal strengths, and motivation to lead are. Having an understanding of how one's identity is formed and how that identity informs their leadership style is also essential to effective leadership. By increasing self-awareness, leaders are able to receive feedback; develop new skills to complete tasks; utilize their strengths to creatively solve problems; and reflect on experiences in order to improve in future situations.

Relevant Leadership Theories and Frameworks:

- Social Change Model of Leadership Development: Consciousness of Self, Congruence, Commitment
- Relational Leadership Model: Empowering, Purpose
- Five Practices of Exemplary Leadership: Model The Way
- Emotionally Intelligent Leadership: Honest Self-Understanding, Emotional Self-Perception, Emotional Self-Control, Authenticity, Healthy Self-Esteem, Initiative, Achievement

INTERPERSONAL DEVELOPMENT

Interpersonal Skills ♦ Dialogue Across Difference
Verbal and Non-Verbal Communication

Leadership requires that a leader has a meaningful connection with others. It is vital that a leader is able to communicate effectively; listen to others; engage in dialogue with others to find common ground and shared understandings; and invest in the development of others.

Relevant Leadership Theories and Frameworks:

- Social Change Model of Leadership Development: Collaboration, Common Purpose, Controversy with Civility, Citizenship, Commitment
- Relational Leadership Model: Purposeful, Inclusive, Process-Oriented, Ethical, Empowering
- Five Practices of Exemplary Leadership: Enable Others to Act, Encourage the Heart, Inspire a Shared Vision
- Emotionally Intelligent Leadership: Developing Relationships, Teamwork, Group Savvy, Citizenship, Coaching, Empathy, Inspiration, Capitalizing on Difference, Develop Others

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ORGANIZATIONAL MANAGEMENT

Goal and Mission Development ♦ Group Dynamics ♦ Conflict Management
Task Completion ♦ Policies and Procedures

Leaders that are exemplary in organizational management have the ability to facilitate group activities and discussions; resolve conflict between group members; maintain financial records, collaborate with others to accomplish tasks, provide constructive and critical feedback with those they're working with; plan and execute events; create mission and goals for their organization; and complete tasks in a timely manner. These skills allow the organization to work effectively toward their goals and mission while fostering the development of the membership.

Relevant Leadership Theories and Frameworks:

- Social Change Model of Leadership Development: Collaboration, Common Purpose, Commitment
- Relational Leadership Model: Purpose, Process-Oriented
- Five Practices of Exemplary Leadership: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act
- Emotionally Intelligent Leadership: Inspiration, Initiative, Achievement, Inspiring Others, Coaching Others, Building Teams, Managing Conflict, Facilitating Change

DIVERSITY, EQUITY, INCLUSION, ACCESSIBILITY and JUSTICE

Inclusive Practice ♦ Social Justice ♦ Representation
Intercultural Competence ♦ Allyship

A commitment to diversity, equity, inclusion, and justice is of the utmost importance in student leaders as they interact with members of the GW community who hold a variety of personal identities and lived experiences. This means having the ability to articulate concepts of power, privilege, oppression, and equity; engaging in inclusive practice; advocating for marginalized groups to support equitable processes; and attending workshops/trainings on intercultural competence and social justice concepts to better one's ability to work with a diverse group of people.

Relevant Leadership Theories and Frameworks:

- Social Change Model of Leadership Development: Commitment, Collaboration, Common Purpose, Controversy with Civility, Citizenship
- Relational Leadership Model: Inclusive, Empowering, Ethical
- Five Practices of Exemplary Leadership: Model the Way, Challenge the Process, Inspire a Shared Vision, Encourage the Heart, Enable Others to Act
- Emotionally Intelligent Leadership: Displaying Empathy, Capitalizing on Difference, Developing Relationships, Facilitating Change, Analyzing the Group, Assessing the Environment

PILLARS OF LEADERSHIP

SOCIAL RESPONSIBILITY

Respect ♦ Empathy ♦ Ethics ♦ Integrity

Community Building ♦ Civic Engagement ♦ Service

As a student leader at the George Washington University, you have a profound impact on the campus community and should be invested in the needs and people within the community. This looks like engaging in ethical practice; empathizing with others to better meet their needs; participating in mindful community service practices that build relationships and focus on the needs of those being served; and building community within and across groups of people.

Relevant Leadership Theories and Frameworks:

- Social Change Model of Leadership Development: Collaboration, Citizenship, Commitment
- Relational Leadership Model: Inclusive, Purpose, Empowering, Ethical, Process-Oriented
- Five Practices of Exemplary Leadership: Model the Way, Inspire a Shared Vision, Enable Others to Act, Encourage the Heart
- Emotionally Intelligent Leadership: Displaying Empathy, Developing Relationships, Demonstrating Citizenship, Analyzing the Group, Assessing the Environment