

Wrapping Up

Every man is enthusiastic at times. One man has enthusiasm for thirty minutes; another man has it for thirty days. But it is the man who has it for thirty years who makes a success in life.

Edward B. Butler

*Identifying the next leader for the Escambia School District is not easy. You must examine the prospects to make the right choice. While you are examining the candidates this year, here are a few characteristics you might consider:**

- 1. Leadership in the past.** The best predictor of what an individual will accomplish in the future is what that person has accomplished in the past.
- 2. The capacity to create or catch vision.** When leaders talk to people about the future, they want their listeners' eyes to light up and for them to feel the 'fire in the belly'.
- 3. A constructive spirit of discontent.** Some people would call this criticism, but there's a big difference in being constructively discontent and being critical. Leaders feel the

unscratchable itch. Satisfaction only comes by moving forward.

4. Practical ideas. Not everybody with practical ideas is a leader, of course, but leaders seem to have instincts which allow them to identify which ideas will work -- often referred to as an ability to think linearly. Leaders have the vision to see the end and then connect the dots to move the organization toward the goal.

5. A willingness to take responsibility. Leaders will bear the work load. Leaders never ask subordinates to perform tasks they aren't willing to take on themselves.

6. A completion factor. In the military, it is called "completed staff work." The half-cooked meal isn't what you want. Leaders will see the task through to the end.

7. Mental toughness. No one can lead without being criticized or without facing discouragement. Leaders will set high expectations and goals.

8. Peer respect. Peer respect doesn't necessarily reveal ability but can show character and personality. Peers have observed past performance and are often able to provide insight into drive and motivation.

9. Family respect. The family's feelings toward someone reveal much about his or her potential to lead. Leadership begins in the home.

10. A quality that makes people listen to them. Potential leaders have a "holding court" quality about them. When they speak, people listen.

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