



LeaderMOOC

Leadership for real



What are the little habits we can develop to become more effective leaders?

We asked this question to the LeaderMOOC participants. In this document you'll find their ideas ranked by their votes for each of the fundamental four leadership capabilities: self-awareness, influencing, communicating and learning agility.

[LeaderMOOC](#) was a Massive Open Online Course organised by the [Center for Creative Leadership](#) in September and October 2013 and delivered through [canvas.net](#). It attracted over 4800 participants from all over the world.

This is what we asked:

In this activity, we will all suggest ideas and vote for other people's ideas on little habits to become more effective leaders in each of the fundamental four categories. You can think of it as items in a checklist people can go over every day or every week. The little habits should be:

- **Active:** *Something we can DO.*
- **Small:** *Something small that doesn't take a lot of effort or a lot of time.*
- **Effective:** *And of course something that helps us be a better leader.*

The format of these little habits is: "Did I do <little habit> <today or this week>?". You may also suggest a 'trigger' such as "Did I <little habit> <after ...>".

We used the platform [allourideas.org](#) to generate and vote for ideas.

Together these little habits form a powerful checklist to grow your own leader effectiveness.



What little leadership habits can you develop to be better at ... self-awareness?

	Score
Did I ...welcome constructive criticism gracefully as a gift and express gratitude to the feedback provider?	76.92
Did I ...recognize when I was ruminating today?	75.00
Did I...set some time aside each day for quiet reflection on what I've learned?	72.37
Do I ...understand the emotional cues I'm having today and stop to think how it may affect others?	66.67
Did I ... use one of my strengths today?	65.91
Did I do 5 min. of mental training (observation of own mind) today?	64.29
Did I ask for feedback after a challenging presentation or interchange?	60.38
Did I take 5 minutes a day to reflect on my interactions with other people?	60.00
Did I take time to reflect on why anyone would want to be led by me?	58.33
keep journal of what I did good or learned that day	57.14
Did I spend any time reflecting on my goals today?	57.00
Paying attention every day to my emotions and how these emotions influence in others	56.67
Did I...take time to think about how my personality and style impacted on others?	55.81
Did I take the time to assure whoever was speaking that I was listening--by asking them questions or physically taking notes?	53.33
Did I take time to be totally present in the moment (i.e. - on a way home from work), fully observing self and environment?	50.00
Am I aware of my vulnerabilities? Am I aware of others?	50.00
Did I spend time thinking about how I like to lead and how I like to be led so that I can lead more effectively?	50.00
write a journal on a regular basis	47.54
ensure that every day I help or mentor someone else this will make me more aware about my own self	45.31
Did I ask my colleagues how did they feel after the presentation?	44.74
Did I ... fill in the positivity ratio today?	41.57
Did I ... adapt my behaviour for someone else's preference today?	40.40
try to use 2 minutes of my working day to think about your feelings. Accept that there is not only positivity.	39.29
Did a do a body scan three times a day being aware of changes?	26.32
Did I...share my social identity map with others?	23.76
Did I ask my friend how they feel about the movie?	13.51

Total votes on self-awareness: 615.



What little leadership habits can you develop to be better at ... influencing?

	Score
Did I... listen attentively and agreed with my team on the great things about our current process before pointing out the benefits of the new?	85.71
Did I...ask feedback to get a better understanding of what works and what doesn't work?	71.43
Did I...listen carefully and provide input or examples that are timely and relevant?	66.67
Did I... seek out ways to build bridges with others and increase my network?	64.71
Did I... gather enough knowledge about the perspective of those groups whom I need to influence?	62.50
Did I... plan an influencing event by preparing ahead of time based on who was involved and what was to be covered?	62.30
Understand your audience and adjust your influencing style accordingly.	60.00
Did I employ a mixture of Influencing Styles, just to see how it felt?	60.00
Support two people in my network today practicing one of my leadership skills, e.g. really listening to them, connecting them, requiring etc	60.00
Did I ... convince someone today by adjusting my influence style?	58.75
Did I use an influence style (assert, negotiate, bridge, inspire) that is not my "go to" style in my meeting today?	58.67
Did I realized which influencing styles have I used this week?	50.00
Did I grow my network by one person this week?	50.00
In addition to relating, how am I requiring accountability?	49.28
Starting new relationships with people away of my department or area.	49.06
Did I reach out to two people in my network for support this week?	48.68
Manage my body language to show I am listening attentively.	46.67
Am I aware of others influencing style and do I adjust my approach to accommodate?	42.86
Did I ... refer two people in my network to each other today?	37.68
Did I connect two people in my network this week?	35.71
Is there a balance between the two R's?	27.78
Did I read and share a relevant article/video/audio to my network?	27.27
Did I share my goals during my last team meeting?	13.33

Total votes on influencing: 371



What little leadership habits can you develop to be better at ... Communicating?

	Score
Did I... let someone finish their comments before offering mine?	70.00
Did I... honestly say "Thank You", today?	68.00
Did I... stop what I was doing to focus on the person talking with me?	67.48
Did I... ask open ended questions and really listen to the response?	62.16
Did I...take time to show interest about what someone was feeling or thinking?	62.07
Did I count to ten when I had an impulse to interrupt and add my ideas?	61.18
Did I wait to respond until all had been said?	60.71
Practice your listening skills and ask questions to clarify	60.71
Did I connect with someone today by asking questions?	60.38
Did I check my attitude before I participated in the meeting, was it positive or negative?	59.57
Was my communication simple and concise?	58.33
Did I wait until the other person was finished speaking?	55.17
Try to be aware that you verbal and non-verbal communication are congruent.	53.85
Did I seek to understand all cues when a difficult situation occurred?	53.73
Did I pay attention to others' nonverbal communication?	51.90
Summarize what you think you heard and check with the other person if this correct or not.	51.35
Did I employ the SBI method after a difficult situation occurred?	51.28
Did I ensure complete authenticity and transparency in my communication (No hidden agendas) ?	50.00
Paraphrase what I am hearing and name the emotions I am observing	47.37
Did I ... maintain eye contact with who I was speaking with today?	47.22
Did I exercise active listening today?	46.15
Did I put myself in the shoes of the person who I talking to?	44.44
Did I ... notice how my nonverbal cues are being perceived?	44.44
Did I listen to my employees today?	42.50
Allow myself to be a little more vulnerable every week and to take small risks.	41.18
Did I communicate "Be There" and "Choose Your Attitude" today? (Fish! philosophy)	38.33
Did I share a vulnerability transparently this week?	36.47
Did I target my communication to a specific audience?	35.71
Did I ... ask someone to give me feedback today?	34.51
Did you put your phone on Silent when you are in a meeting?	32.86
start with small talk and ask if that person understood what you were trying to express	29.03

Total votes on communicating: 836



What little leadership habits can you develop to be better at ... learning agility?

	Score
Did I... create strategies to overcome obstacles to my goals?	68.18
Did I ... go out of my comfort zone today?	66.67
Did I... ask for feedback and suggestions for improvement?	64.71
Did I ... reflect on what went well and what I could have done better today?	64.18
Did I ...try an innovative idea by re-designing what is already available to me?	62.50
Am I asking myself "what did I learn from this" whenever I get emotional?	61.19
Did I ask for feed forward from one person this week?	60.56
Did I recognize and manage stress so as not to be derailed by it?	56.52
Did I celebrate taking a risk to try something new today?	56.14
Did I recognize my team members for doing a good job?	53.66
Did I act courageously today?	51.47
to be agile is to have open mind to accept change or be ready for a change	50.00
Did I show enough openness and expressed strong interest to invite new ideas?	46.67
Do I understand what cues or strengths help mask my learning?	46.34
Did I employ "Mental Contrasting" in effort to raise expectations of my own ability to achieve a goal by more than 75%?	41.94
Did I view/read new materials on Leadership this week?	41.18
Have I shared the insight gained from LeaderMOOC (models)?	40.00
Spending time connect - connect with people, connect with difficult ties and connect with me.	33.33
See the world through the eyes of a child.	31.67
Did I take part in webinars this week?	30.43
Did I remain calm in the meeting today?	29.79
Did I choose a book from a section of the library or bookstore that I usually ignore?	25.00
Did I start my work day assured that I can expand my learning and be open to ideas and suggestions from others?	20.00

Total votes on learning agility: 465