

DIANA JONES – 12 criteria for Executive Presence

We have been heading in the wrong direction in developing leaders. Rather than developing skills, tools and techniques, Diana says it is leaders' behavior and their relationships that has the greatest impact on their success. This means leaders identifying and tackling their default behaviors that aren't fit for purpose, and this requires a new approach to learning.

Self-assessment: Rate yourself on a 1–10 scale for each of these criteria for executive presence, 0 being not at all, 10 being fit-for-purpose.

You anticipate resolving people problems and maintaining good relationships.

1. 0 1 2 3 4 5 6 7 8 9 10

People look to you for context, decision making, and direction.

0 1 2 3 4 5 6 7 8 9 10

You know what is going on in your organization.

0 1 2 3 4 5 6 7 8 9 10

You contribute relevantly in groups.

0 1 2 3 4 5 6 7 8 9 10

You are sought after for advice and counsel.

0 1 2 3 4 5 6 7 8 9 10

You have a personal network of trusted advisers.

0 1 2 3 4 5 6 7 8 9 10

You are calm in crises.

0 1 2 3 4 5 6 7 8 9 10

You can disagree with others and maintain good relationships.

0 1 2 3 4 5 6 7 8 9 10

You are less than perfect, and people accept you.

0 1 2 3 4 5 6 7 8 9 10

You look forward to being with people.

0 1 2 3 4 5 6 7 8 9 10

You can transact business rapidly.

0 1 2 3 4 5 6 7 8 9 10

You are perceived as accessible, relevant, insightful, and results oriented.

0 1 2 3 4 5 6 7 8 9 10

What do you notice?

What actions will you take to address any differences from where you want to be?