

Criteria for Selecting Leaders and Consultants Poised for Their Next Level of Success

These are the characteristics and values we've found in those leaders and consultants who we've been privileged to work with (and learn from and with) – when they were moving toward their next level. These descriptors are of a particular kind of person who works in a certain way.

These factors indicate the likelihood of their success, whether we engage with them or not. They also point toward how good a fit we may be. These criteria are based on my informal study of high-performing leaders – both civic and organizational – and consultants over 40 years.

Not all factors must be present in full force. Some may be much stronger than others. Sometimes it's a glimpse, a potential we see. And It's the overall picture that matters.

<p>Criteria</p> <p>Success Factors</p>	
<p>Possibility. Prefers vision and hope instead of only fixing what’s wrong. Looks for potentials and new ways for people to move forward – in contrast to accepting “the way it is.” Optimistic, trusting, and abundance-minded, rather than cynical, suspicious, or focused on scarcity.</p>	
<p>Contributor. Invested in making a real difference that lasts and leaves a legacy</p>	
<p>Humility and empathy. Sensitive and thoughtful, empathetic, strives to bring out the best in others and see that everyone has a voice.</p>	
<p>Learner. Curious. Looks beyond the apparent to understand why. Strives for competency. Knows they are capable of more. And gets satisfaction from seeing others learn.</p>	
<p>Facilitator’s presence. More questioning than knowing. Equanimity.</p>	
<p>Authentic. Wants to show up as themselves in all aspects of life.</p>	
<p>Trust. Does it appear that the person can trust us and our commitment to them? Does the person appear reliable and trustworthy?</p>	
<p>Action. Committed to success. Is there an indication of a desire and a courageous whatever-it-takes attitude – regardless of what others may think – to take action in a optimal and decisive fashion, so that their opportunities can be fully realized?</p>	

Also, it is assumed that they are involved in significant philanthropy, and they are influential in an important organization, cause or community © 2000, 2004, 2015, 2018 Jim Lord – Philanthropic Quest