

DEVELOP YOUR LEADERSHIP SKILLS

The five leadership skills below are core skills that The Souza Leadership Center believes all leaders should acquire for effective leadership. There are many additional skills that are extremely important. However, The Souza Leadership Center believes these 5 skills are great to start with in your leadership journey.

SELF-AWARENESS

understanding your strengths as a leader, areas for improvement, leadership styles, your values, and your multiple identities

- Attend a Leader Development program like UC Merced's Bobcat Leadership Seminar, EMPOWER, Lead Pre-Health, or others, which can be found at StudentLeadership.UCMerced.edu/opportunities
- Attend a diversity training and additional events outside of your normal experiences
- Schedule a formal feedback session with a supervisor, mentor, or professor
- Take a Personal Assessment, like StrengthsQuest (You can get a free code from Lezly Juergenson at UC Merced's Career team (hire.ucmerced.edu/staff)). Lezly can meet with you to discuss your results.

CONFIDENCE & RESILIENCE

Confidence: the level at which you believe in yourself
Resilience: your ability to overcome challenges

- Challenge yourself to take on experiences outside of your comfort zone. Reflect on how you overcame any mistakes, learn from the failures, and celebrate the wins
- Participate in trainings focused on building your levels of Confidence & Resilience
- Create habits that allow you to become better prepared for challenges (practice overall self-care, practice positive thinking, surround yourself with people who are rooting for you)
- Understand the 6 Pillars of Resilience

EMPATHY

doing your best to try to understand others' experiences and feelings, and taking these factors into consideration while supporting & leading

- Challenge yourself to try to understand what others on your team might be going through. Ask individuals to share their stories and experiences. Learn of cultures/experiences outside your own.
- Practice Active Listening: (1) listen to understand, not to respond (2) respond with questions, not judgements or opinions
- Understand that you will never fully understand what anyone is going through, even if you share similar identities and/or experiences

CULTURAL PROFICIENCY

value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, religions, ideologies, personalities, etc.

- Surround yourself with people with different ideologies, identities, upbringing, and personalities
- Attend diversity trainings and a wide range of cultural events
- Learn about cultures and experiences outside of your own. Ask people to share their stories.
- Proactively seek ways to address systematic challenges that reduce inclusivity on your team (prejudices, bias, racism, etc.)

COMMUNICATION

speak clearly, confidently, & efficiently; facilitate meetings, formal presentations, engage in active listening

- Enroll in formal training and read literature/articles on strategies for good communication.
- Learn the communication styles of your team; setup time for a formal team discussion on this.
- Practice by volunteering/signing-up to lead meetings, facilitate workshops, and present at conferences. Get feedback from your audience or from mentors/supervisors.