

Companies increasingly assess performance based on how you work, as well as what you do. Developing good behavioural skills (sometimes known as “soft skills”) is crucial to successful leadership. The key skills are shown below, split into three groups. A good leader needs to be strong in all three areas, but it all starts with personal drive and a strong self-awareness.

People Skills	Personal Drive	Analytical Capabilities
<p>Empathy understanding how others feel (“emotional intelligence” – EQ)</p> <p>Communication listening as well as talking, being clear, relevant and inspiring</p> <p>Teamwork supporting and sharing work and rewards with the team</p>	<p>Self-awareness understanding your own strengths & weaknesses</p> <p>Self-motivation having confidence in your abilities, enthusiasm for your work and energy to drive for achievement</p> <p>Resilience accepting there will be difficult times and maintaining enthusiasm and energy to continue in the face of challenges</p> <p>Adaptability being willing to change and adapt to circumstances</p> <p>Sense of Purpose seeing the bigger picture with a long-term view</p>	<p>Critical thinking challenging accepted wisdom, curious for alternatives</p> <p>Problem solving analysing the situation, focusing on finding solutions</p> <p>Decision-making reviewing options and making choices, even in the absence of full information</p>

Development of these skills and attributes gives you the ability to

Lead others	Seek progress	Analyse opportunities
Negotiate successfully	Take responsibility	Develop strategies
Encourage collaboration	Give confidence	Execute plans
Manage performance	Handle change	Lead innovation
Provide direction	Overcome challenges	Be creative

Like all skills, these can, and should, be taught, but early career exposure to a variety of opportunities, challenges and situations is the best way to develop these skills, complementing professional and technical qualifications that get you started on the career path.

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