

Clearly **Team Leadership** is the most important of the 7.

Most leaders assume it means ...

- This is all about the leader of the team—the boss.
- This is the one in charge. The leader of the team has the authority.

What it really means (or also means) in today's team environment is...

- Leadership exists on the team and arises as the need arises.
- Leadership is empowered.
- Every team member has responsibility for leadership.

Clearly **Resources** is the most important of the 7.

Most leaders assume it means ...

- Quantity of material things or personnel (we don't have adequate resources)

What it really means (or also means) in today's team environment is...

- Ability to effectively manage available resources.
- Best use of team strengths – talent and skills.
- Sustainable work environment and team energy.
- Team is effective at creating win-win solutions.

Clearly ***Proactive*** is the most important of the 7.

Most leaders assume it means ...

- Problem-solving when things break down.

What it really means (or also means) in today's team environment is...

- Take initiative to find a better way.
- Be nimble and creative – challenge the current way – think outside the box.
- Be innovative – front of the wave.

Clearly ***Decision Making*** is the most important of the 7.

Most leaders assume it means ...

- This is the leader's job.
- There is one right way to make decisions.
- Keep going forward. Make the decision and move on.

What it really means (or also means) in today's team environment is...

- Clear role for input to decisions.
- Clear responsibility and authority.
- Fit the decision-making process to the issue — there is more than one right way.
- Learn from decisions made — review decisions to look for a better process.

Clearly **Goals & Strategies** is the most important of the 7.

Most leaders assume it means ...

- Set SMART goals then drive for completion.

What it really means (or also means) in today's team environment is...

- Set goals in alignment with strategy.
- Review and adjust goals.
- Test assumptions.
- Emphasis on "What is the outcome we are trying to achieve?"
- The benefit of achieving the goal is clear.

Clearly **Accountability** is the most important of the 7.

Most leaders assume it means ...

- Team members follow-through with their commitments – personal accountability.

What it really means (or also means) in today's team environment is...

- Co-responsibility. Team accountability.
- Team members hold each other accountable for team agreements.
- Mutual support to achieve team goals – not nagging or accusing.

Clearly ***Alignment*** is the most important of the 7.

Most leaders assume it means ...

- Agreement in mission and method.
- Consensus.
- There is one way.

What it really means (or also means) in today's team environment is...

- Pulling together in the same direction.
- Able to disagree because the team is aligned on purpose and mission.
- Aligned on values and common vision.
- Team sees the essential need for cooperation and cohesion.
- Aligned on the value of diverse approaches, perspectives, methods.