

# Growing as a Leader

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To grow as a leader, there are at least four levels of leadership you need to be aware of. You will likely be stronger in one or two than you are in others, but it is important to develop all four.

1

## Personal Leadership

Focus on at least four areas:

- Self-awareness
- Self-management
- Competency
- Direction and vision

2

## Interpersonal Leadership

To grow at this level, you need to:

- Recognize and respond to other's needs
- Become a skilled listener
- Express care and support
- Be candid in your language

3

## Team Leadership

To grow at this level, you need to:

- Design and improve processes
- Facilitate communications
- Empower your team to be more independent
- Monitor and improve the level of psychological safety in the group

4

## Organizational Leadership

To grow at this level, you need to:

- Connect your work to the overall strategy
- Meaningfully contribute to the organization's culture and brand
- Collaborate beyond your own team
- Address systemic issues