



# What Comprises an Individual's Personal Leadership Effectiveness?

## Personal Leadership Effectiveness™

The foundation to every Individual's **Personal Leadership Effectiveness** is a combination of their **Character Competencies, Behavior Traits, and their Attitudes, Beliefs, and Commitments.**

**Character Competency** – A “competency” is the ability to do something successfully or efficiently, especially when referring to a skill set that is necessary to do a specific job. A “character competency” is one of ten specific principles that contribute to a person’s overall **Personal Leadership Effectiveness**. Character competencies can be developed through intentional training, coaching, and mentoring.

- ✓ At the foundation of an individual’s Character Competencies are **Character Attributes**, which are qualities that distinguish the unique nature of a person and can be identified as reliable features that are inherent characteristics of the individual. Examples of Character Attributes pertaining to people are:

- Disciplined
- Self-aware
- Optimistic
- Value-driven
- Goal-oriented



- Well-balanced
- Humility
- Integrity
- Flexible
- Perseverance

**Behavior Trait** – “Behavior traits” determine the ways we conduct ourselves; what we say and how we do things. There are four primary behavior traits. While they have to do with the ways we are “hardwired,” behavior traits can be altered *to a degree*.

- ✓ At the foundation of an individual’s Behavior Traits are **Behavioral Attributes**, which are persistent qualities that are consistently demonstrated regardless of changing circumstances. Because they are “rooted” in a person’s “behavioral profile” they are manifested in habitual patterns of behavior, thought, and emotion. Examples of Behavioral Attributes are:

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| <ul style="list-style-type: none"> <li>▪ Good at problem-solving</li> <li>▪ Takes a direct approach</li> <li>▪ Good at inspiring others</li> <li>▪ Skilled at delivering positive and negative feedback</li> </ul> | <ul style="list-style-type: none"> <li>▪ Consistent leadership style</li> <li>▪ Empathizes with the needs of others</li> <li>▪ Follows prescribed methods and standards</li> <li>▪ Willing to pitch-in to help the team</li> </ul> |
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## Attitudes – Beliefs – Commitments

- ➔ **Attitudes** – What you think is what you’ll be. “Attitudes” refer to a person’s pattern of emotions and actions that indicate his or her mental state and disposition. For example, an attitude of personal responsibility is generally reflected in behaviors that express initiative and ownership.
- ➔ **Beliefs** – A person’s mental framework where he or she has formed opinions, judgments, and acceptance of what is true.
- ➔ **Commitments** – The mental framework in which a person makes choices to act in a certain and consistent manner that is aligned with his or her Attitudes and Beliefs.

**PLE** is recognized as the **MISSING PUZZLE PIECE** for any Organization to **MAXIMIZE** its Vision, Mission, and Purpose.



## PLE Definition:

*The skill of leading and governing yourself to reach your full potential.*



### Attitude Principles

Take Charge and Be Responsible  
Understand Your Unique Qualities  
Embrace Obstacles and Challenges



### Belief Principles

Identify Your Core Values  
Live with Meaning and Purpose



### Commitment Principles

Balance Your Priorities  
Develop Healthy Relationships  
Cultivate Your Character  
Adapt to Constant Change  
Never Give Up on Important Issues



→ The **PLE Learning Methodology** incorporates an *integrated* Training, Coaching, and Mentoring Process which amplifies the transformational learning experience within the context of the Organizational Culture.



## IMPORTANT

- 1 Organizations today need a cost-effective platform and a defined methodology to properly *assess and develop* an individual's **Personal Leadership Effectiveness**.
- 2 Organizations today need to be introduced to the **MERIT Profile™**.
  - ✓ This qualitative, *data-driven* diagnostic tool proficiently assesses an individual's Character Competencies, Behavior Traits, Attitudes, Beliefs, and Commitments. These five primary **Human DNA Factors** are foundational to an individual's overall **Personal Leadership Effectiveness**. *Please click on the links below.*



→ [MERIT Profile Video](#)

→ [MERIT Profile Development Report \(Example\)](#)