PRINCIPLE-CENTERED (DOLPHIN) LEADERS

Developed by Nate Terrell, LCSW and Anita Foeman, Ph.D.

1) Maintain an “abundance mentality” which enables them to build an organization within which everyone can thrive.

2) Are driven by underlying principles such as integrity, responsibility, honesty, etc. which they use to find their way during challenging times.

3) Recognize that they are free to choose their reactions to people, events, etc. and that nothing can “make” them angry, upset, etc. except themselves. As a result, they remain in control regardless of what is going on around them.

4) Listen carefully and seek to understand the perspectives of others without interrupting, passing judgment, jumping to conclusions, etc.

5) Radiate positive energy and create a work environment within which others are inspired to achieve a clearly defined mission.

6) Inspire teamwork and synergy by promoting open and honest communication, resolving process issues and making sure everyone is on the “same page.”

7) Use conflict resolution strategies such as detachment, Socratic questioning, dialogue and meta-communication adaptively.

8) Have a clear vision for the future of their organization and the ability to mobilize others to work collaboratively with them to achieve this vision.

9) Find elegant solutions to problems which incorporate the needs of all parties.

10) Take calculated risks to achieve their goals.

11) Acknowledge mistakes and view them as learning opportunities.

12) Have the courage to find and speak their own truth even if this causes tension and/or causes others to be upset, angry, etc.

13) As able to separate their ego’s from their ideas and therefore maintains a balanced perspective on challenging issues.

14) Recognize the power of their beliefs and continually replace erroneous beliefs with ones that work well for them.

15) Know when to let go of perspectives, goals, etc. which impair their effectiveness.
16) Promote the richness of diversity because they realize that their organization needs the talents, interpersonal styles and viewpoints of a wide range of people to achieve its mission.

17) Go to the balcony during difficult situations to regain their balance, objectively assess relevant issues and figure their best, strategic response.

18) Change the game by persuading others to play by their rules, end a power struggle or join with them against a common problem.

19) Recognize that they do not have the power to change anyone else and therefore seek to transform their organizations by transforming themselves.