

# STAGES OF LEADERSHIP DEVELOPMENT

Stage	Issues	Focus	Things that help
<i>Finding your voice</i>	Speaking out for the first time, realizing that your opinions matter	Internal, basic self-esteem	<ul style="list-style-type: none"> <li>• Family upbringing that gives you confidence</li> <li>• Event that propels you to act</li> </ul>
<i>Developing basic skills</i>	<ul style="list-style-type: none"> <li>• Improving written &amp; oral communication skills</li> <li>• Gaining technical knowledge</li> <li>• Working under others' direction</li> </ul>	Internal, developing more confidence	<ul style="list-style-type: none"> <li>• Group of peers</li> <li>• Mentor</li> </ul>
<i>Figuring out the politics</i>	<ul style="list-style-type: none"> <li>• Learning how to get things done, given all the political actors</li> <li>• Leading projects and directing others</li> </ul>	Organizational (the local union, workplace, or community)	<ul style="list-style-type: none"> <li>• Developing an understanding of political and institutional factors</li> <li>• Learning to think strategically</li> </ul>
<i>Setting your own agenda</i>	<ul style="list-style-type: none"> <li>• Developing and leading projects that you choose</li> <li>• Staying committed and not getting burnt out</li> </ul>	Balancing different interests in your life	<ul style="list-style-type: none"> <li>• Being able to say no</li> <li>• Mentoring others</li> <li>• Staying connected</li> </ul>