

Stages of Leadership Development

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

