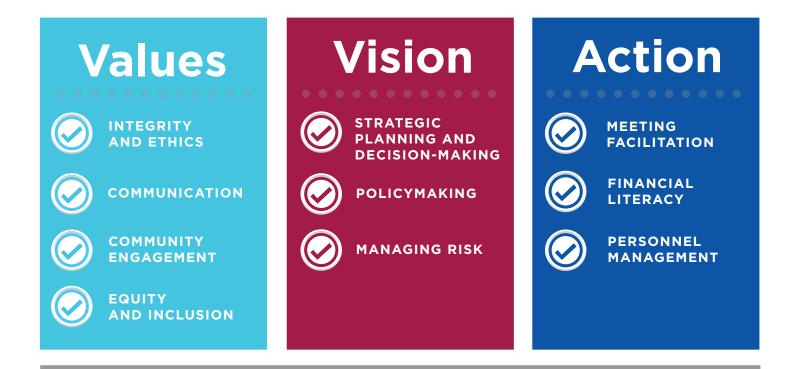


Competencies for Effective Elected Leaders

There are 11 competencies that represent the core knowledge, skills, abilities, or other characteristics which lead to success for elected city officials. Ten of these competencies originate from either Values, Vision, or Action. The Servant Leadership Mindset competency is the sum of the other 10 competencies. It means leading with the values, vision, and actions of the 10 competencies and putting the needs of your city, staff, and community first.



SERVANT LEADERSHIP MINDSET



Competencies for Effective Elected Leaders

Values	Leading with Values
INTEGRITY AND ETHICS	Always acting with integrity, honesty, and fairness. Actively demonstrating the values and mission of your city.
	Sharing information and fostering the exchange of ideas with fellow elected officials, city staff, and the public.
COMMUNITY ENGAGEMENT	Reaching out to the community to involve them in local government in meaningful and sustainable ways.
EQUITY AND INCLUSION	Working to create an environment that is respectful, open, and welcoming to diverse ideas, backgrounds, and talents. Working to create equitable policies and practices.
Vision	Leading with Vision
STRATEGIC PLANNING AND DECISION-MAKING	Developing a vision; identifying priorities and resources required to achieve that vision. Examining all factors affecting an issue and taking informed action.
POLICYMAKING	Working with others to create and implement policies that achieve common goals and advance the mission of your city.
MANAGING RISK	Understanding legal requirements and complying with applicable laws. Mitigating risky situations.
Action	Leading with Action
MEETING FACILITATION	Running effective meetings.
FINANCIAL LITERACY	Financial decision-making and accountability. Preparing a budget that reflects the values and vision of the community.
PERSONNEL MANAGEMENT	Consistently implementing employee policies and fair practices. Motivating employees to fulfill their potential.
	When you load with the values vision and estions of the 10
SERVANT LEADERSHIP MINDSET	When you lead with the values, vision, and actions of the 10 competencies above, you'll develop a servant leadership mindset and it will be easy to put the needs of your city, staff, and community first.