Markers of Readiness for Succession in Emerging Leaders

Desired Indicators: Actions, Decisions, Behavior

* Demonstrates consistent and constant strong character and integrity under pressure
* Articulates and honors enduring values of the organization and the movement
* Teachable, curious and devoted to quick and continual learning
* Identifies, assesses, understands, and effectively works through his or her own emotions as well as the emotions of others: that is, healthy emotional intelligence
* Works heartily for God and not to be noticed by people; connects with a diverse group to work on complex issues
* Focuses on others in teamwork, achieving goals together, and developing others
* Shapes the environment and advances the mission of the organization in specific responsibilities throughout the organization
* Views actions and decisions in broader context inside and outside of organization
* Demonstrates solid thinking skills by taking what is seen in the “big picture,” what has been learned intellectually, experientially, and biblically and applying it to practical and actionable plans; thinks ahead
* Demonstrates “business savvy” by seeing the total picture of the organization, how the various parts need to come together to accomplish the mission and financial objectives of the organization
* Biased toward action by knowing when to stop planning and to start implementing
* Also, for more description for many of the above readiness factors, see Russ Crosson. *What Makes a Leader Great.* Harvest House, 2014.