

PHL|HP CONSULTING GROUP

Building and Sustaining **High Performing** Organizations



**A Message from
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Founder and President

Traits of Highly Successful People

Recently, I asked 35 business leaders the following question: what are the traits that you attribute to highly successful people? The answers were very interesting. Two comments were consistent: People define and measure success in many different ways; and success must be evaluated and viewed on a continuum.

My definition of success is “the achievement of one’s goals and a sense of general satisfaction and happiness”. Of course the realization of this requires self-awareness and self-regulation.

Here are some of the traits most frequently mentioned:

- High EQ
- Optimistic
- Self Confident
- Visionary
- Competitive
- Fearless
- Great Listener
- Inspirational
- Motivational
- Adaptable
- Communication Skills
- Flexibility/Adaptability
- Engender Trust and Respect
- Capture People’s Attention
- Ability to Identify & Retain Talent
- Willingness to Challenge Oneself and Others
- Passionate
- Positive Attitude/Outlook
- Resilient
- Perseverant
- High Standards
- Likable
- Focused
- Never Complacent
- Relentless
- Surround Oneself With Strength
- Humor
- Patience
- Connect With People
- Remain Current
- Ability to Read Situations

The question that I most often received back was: How many of these traits can be developed? This raises the old nature vs nurture debate.

Of course it is a huge advantage to possess as many of these traits at a high level as possible, but remember, it’s not all or none. All traits and skills are on a continuum and therefore they can all be enhanced and developed in yourself as a leader and in your team.

What actions can you take? Start with yourself.

- Conduct a “leadership self-analysis” using a continuum of High, Medium, and Low.
- Then ask a few trusted people in your life, business and personal, to rate you using the same scale.
- Select three traits on which you are rated high and decide how you will use them to maximize your success over the next month.
- Select three traits that you want to enhance and develop a plan of how you will achieve this and what resources you will need.

To do this efficiently and effectively, you might need the help of a trusted colleague or a “coach”. Invest in yourself. The ROI will be great.

Now switch your attention to your senior management team.

- Complete a leadership analysis for each key member of your team.
- Have each of them complete a self-analysis.
- Meet with them to discuss the areas of agreement and disagreement.
- Develop a “leadership growth plan” together. Their “buy-in is essential to the process. The plan should include specific goals, time frames, and the supports/resources they will receive to achieve this growth.

You will need the assistance of your HR Director or an outside consultant to develop and implement this process, but again the ROI will be very high.

Leaders are not born, they are developed over time. Yes, having an affinity for leadership and the inherent traits listed above are a major advantage. How many 7 footers can’t play basketball and how many 6 footers develop the skills to be stars? Most great musicians have perfect pitch, but how many people with perfect pitch never become stars?

Leadership is an art and art requires talent, opportunity, support, and patience.

Invest in yourself and your key people as leaders. Your success and the success and profitability of your company depends upon it.

For further information, contact Dr. Philip Levy at Philip@phlconsultinggroup.com

Suggestions? We want to hear from you!

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