# 21st Century Leadership Principles and Related Beliefs

<table>
<thead>
<tr>
<th>Principle</th>
<th>Beliefs</th>
</tr>
</thead>
</table>
| 1. Believe in Others             | 1. Intelligence is not static and can be develop continuously  
                                         2. Everyone can practice leadership regardless of role                                                                                                                                                  |
| 2. Connect with Others           | 3. Being vulnerable and getting to know others builds trust and relationships  
                                         4. Sharing your mistakes builds credibility  
                                         5. Celebrations build community, connect events to values, renew commitment, promote social support, and improve everyone’s well-being                                                                            |
| 3. Put Others First              | 6. Giving credit for accomplishments to others is more important than taking credit  
                                         7. Employees serve customers before serving management  
                                         8. When outcomes are disappointing, accepting responsibility but never blaming (others or bad luck) is critical for personal accountability  
                                         9. Leadership is action that focuses on others and not the actor  
                                         10. Sacrificing or volunteering time, energy, resources, ego, and previous priorities to help others inspires loyalty and commitment                                                                            |
| 4. Give Up Control               | 11. Control erodes relationships  
                                         12. Leading well is about empowering others  
                                         13. By making yourself dispensable, you make yourself indispensable  
                                         14. Command and control is a shared responsibility                                                                                                                                                      |
| 5. Encourage Change/Growth       | 15. Helping others figure out their development enhances their ability to contribute  
                                         16. Encouraging people to grow and leave their role contributes to organizational growth  
                                         17. Allowing teams to make mistakes enables them to be open with their mistakes and learn from the experience  
                                         18. If you change the conditions in which others operate, you can change Their behaviors                                                                                                                |
| 6. Collaborate with Others       | 19. Organizational charts limit thinking  
                                         20. Considering problems from a systemic perspective minimizes using blame  
                                         21. Leadership doesn’t reside with one person  
                                         22. Influence comes from all directions  
                                         23. Leadership practices work the same with all populations including peers, customers, supervisors, and subordinates                                                                                      |
| 7. Develop Leadership Practices Continuously | 24. To become fluent in leadership, practice leadership regularly and monitor your effectiveness  
                                         25. Knowing everything about leadership is not enough  
                                         26. Leadership involves helping others practice leadership                                                                                                                                               |

From *Nine Practices of 21st Century Leadership: A Guide to Inspiring Creativity, Innovation, and Engagement*  
By Gary A. DePaul, PhD, CPT