LEADERSHIP ATTRIBUTES

IOWA

INTEGRITY

DEFINITION

A leader with integrity consistently upholds honesty, transparency, and fairness in decisions and actions, responsibly managing resources and treating others with respect.

WHY IT MATTERS

Integrity builds trust. When you act with honesty and fairness, people know they can count on you. You will earn respect, strengthen your credibility, and create an environment where others feel safe to speak up, contribute, and do their best work, regardless of your role.

HOW CAN I MAXIMIZE THIS ATTRIBUTE?

Lead with honesty and clarity

- Share what you know and what you don't. In uncertain moments, you might say: "*Here's what I can share right now, and I'll update you as I learn more.*"
- As a participant, colleague, or team member, speak up if something seems unclear or inconsistent, using respectful language.

Stay consistent in words and actions

- Follow through on what you say you'll do, even on small things. If you miss something, own it and explain how you'll get back on track.
- Strengthen trust by modeling dependablility, punctuality, and transparency in your work, regardless of role.

Be fair and keep an open mind

- In group decisions, projects, or collaborative work, ask: "*Whose input haven't we heard yet?*" or "*Is this decision reasonable for everyone impacted?*"
- If you notice favoritism or exclusion, raise it in a constructive way.

Treat others with respect, always

- Speak respectfully in all settings, even when giving tough feedback or disagreeing.
- Call people in, not out. For example: *"I think we may have overlooked something—can we take another look together?"*

HOW CAN I STRENGTHEN THIS ATTRIBUTE?

Reflect on your values

- Write down 2–3 values that matter most to you. Ask yourself: "*Am I making choices that reflect these values each day?*"

Ask for accountability

- You might say to a peer or mentor: "*If you ever see me acting out of alignment with what I say I value, I'd appreciate you pointing it out.*"
- If you realize you've made an error, acknowledge it promptly and share how you will correct it.

Check your decision-making process

- Before making a decision, ask: "*Am I being transparent? Is this fair to others? Would I be comfortable explaining this publicly?*"

Acknowledge integrity in others

- When a colleague does the right thing, especially when it's hard, you might acknowledge it: "*Thanks for speaking up. That took courage, and it mattered.*"

TAKE ACTION

Choose one of the actions above and make a plan to use it this week. You may also want to use the Leadership Development Planner for more intentional leadership growth.