

Top kinds of leadership behavior¹

- 1 Be supportive
- 2 Champion desired change
- 3 Clarify objectives, rewards, and consequences
- 4 Communicate prolifically and enthusiastically
- 5 Develop others
- 6 Develop and share a collective mission
- 7 Differentiate among followers
- 8 Facilitate group collaboration
- 9 Foster mutual respect
- 10 Give praise
- 11 Keep group organized and on task
- 12 Make quality decisions
- 13 Motivate and bring out best in others
- 14 Offer a critical perspective
- 15 Operate with strong results orientation
- 16 Recover positively from failures
- 17 Remain composed and confident in uncertainty
- 18 Role model organizational values
- 19 Seek different perspectives
- 20 Solve problems effectively

¹Based on a survey of 81 organizations that are diverse in geography (eg, Asia, Europe, Latin America, and North America), industry (eg, agriculture, consulting, energy, government, insurance, mining, and real estate), and size (from ~7,500 to 300,000 employees).

Source: McKinsey's Organizational Health Index