



## LEADERSHIP DEVELOPMENT & TEAMBUILDING VOCAB

 *refers to those vocabulary terms which are used in our online curriculum*

**Active Listening**—A communication technique that is used in counseling, training, and conflict resolution. It requires that the listener fully concentrate, understand, respond and then remember what is said.

**Advocacy**—Public support for or recommendation of a particular cause or policy.

**Audience**—A group of listeners or spectators. 

**Authoritative**—Having the power of special knowledge, or (of a person) showing the confidence of having special knowledge.

**Authoritarian**—Relating to or favoring a concentration of power in a leader or an elite, as opposed to individual freedom.

**Bias**—Unconscious and involuntary assumptions or judgements made every day based on one's prior experiences and culture.

**Code of Conduct**—An agreement on rules of behavior for the members of a group or organization.

**Collaborate**—To work jointly on an activity, especially to produce or create something.

**Communication**—The act of transferring information from one person to another.

**Cultural Competence**—The ability to interact effectively across various facets of diversity, to flex with and understand differences.

**Democratic**—A form of governing and decision making in which the power is vested in the people or their representatives.

**Determination**—Firmness of purpose.

**Dictatorial**—Having or showing a tendency to tell people what to do in an autocratic way.

**Diversity**—The condition of having or being composed of differing elements or individuals, especially respecting and valuing the unique differences among people (such as different races, genders, philosophies, ages, religions, etc.) in a group or organization.

**Emotional Intelligence**—A type of social intelligence that affords an individual the ability to perceive and understand his/her own and others' emotions and to use the information to guide his/her thinking and actions.

**Empathy**—The feelings we have in response to others' emotions; our ability to identify and understand these emotions in others.

**Ethics**—Rules of behavior based on ideas about what is morally good and bad.

**Ethnicity**—Refers to cultural factors, including nationality, regional culture, ancestry, and language.

**Feedback**—Information about reactions to a product, a person's performance of a task, etc., used as a basis for improvement.

**Gender**—The socially constructed roles, behaviors and attributes that society associates with sex, which can vary from society to society. **Gender identity**—Refers to how people see and identify themselves; it does not necessarily conform to male or female, and it can be changed.

**Goals**—A desired result that a person directs their ambition or effort toward. 📖

**Guidance**—Advice or information aimed at resolving a problem or difficulty, especially as given by someone in authority.

**Hierarchy**—A system or organization in which people or groups are ranked one above the other according to status or authority.

**Identity**—The sense of self and qualities that make up a person. 📖

**Inclusion**—The action or state of including or of being included within a group or structure. Often refers to welcoming and valuing the strengths of our human diversity.

**Influence**—To have an effect on the character, development, or behavior of someone or something. 📖

**Initiative**—To act or take charge before others do.

**Innovate**—Make changes in something established, especially by introducing new methods, ideas, or products.

**Leadership**—The art of motivating a group of people to act towards achieving a common goal.

**Mentor**—Advise or train.

**Mission Statement**—A formal summary of the goals and values of a company, organization or individual. 📖

**Motivation**—The reason or reasons one has for acting or behaving in a particular way.

**Passion**—A strong feeling of enthusiasm or excitement for something or about doing something.

**Perseverance**—Steadfastness in doing something despite difficulty or delay in achieving success.

**Personality Traits**—Distinguishing qualities or characteristics that are the embodiment of an individual. They are your habitual patterns of behavior, temperament and emotion. 📖

**Power**— 1) The ability to do something or act in a particular way, especially as a faculty or quality. 2) Possession of control, authority, or influence over others.

**Race**—A socially constructed category of identification based on physical characteristics, ancestry, historical affiliation, or shared culture and often deemed by society to be socially significant, meaning that people treat other people differently because of them. 📖

**Religion**— 1) The belief in and worship of God or gods. 2) A particular system of faith and worship.

**Role**—The function assumed or part played by a person or thing in a particular situation.

**Self-Awareness**—Conscious knowledge of one's own character, feelings, motives, and desires.

**Sex**—The biological and physiological characteristics into which humans and many other living things are divided on the basis of their reproductive functions (two main categories, male and female).

**Situational Leadership**—Refers to when the leader adjusts her/his style continually to meet the needs of others in the organization or group based on the situation.

**Stewardship**—The job of supervising or taking care of something, such as an organization or property.

**Sympathy**—Feelings of pity and sorrow for someone else's misfortune.

**Team**—A group of people who work together to achieve a common goal.

**Theme**—The main subject discussed or described in a piece of writing or other forms of expression. 📖

**Tolerance**—1) Capacity to endure pain or hardship. 2) Sympathy or indulgence for beliefs or practices differing from or conflicting with one's own.

**Values**—Your own judgements about what is important in life. 📖