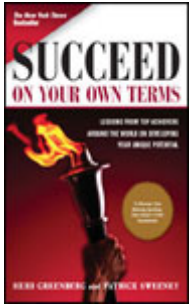


Leadership roles for women don't have to begin with experience



While it seems counter intuitive to suggest that leadership roles not begin with the criteria of experience, there is something far more critical women can take advantage of to build their leadership careers.

Leadership roles by nature of the male business model have stressed a career strategy of building on years of experience. Over this period of time potential leaders accrue defining leadership skills and characteristics, which eventually qualify them for leadership positions.

Instead of waiting for years of experience, what if you focused on leadership potential?

According to Herb Greenberg, founder and CEO of Caliber and author of *Success on Your Own Terms*, previous experience is not a reliable predictor of success. Greenberg developed the Caliber Profile, a proprietary psychological assessment tool. The assessment process measures personality traits, motivation, strengths and potential.

From his years of testing Greenberg, identifies the most prominent traits of women leaders as being –

- Assertiveness
- Persuasiveness
- Willingness to take risks
- Sense of urgency
- Less trapped by rules
- Empathy

To all of his international clients Greenberg recommends they consider

these leadership qualities in women and **place greater value on unique talents, personal strengths and attitudes**. Results indicate that overall business performance increases when leaders are motivated by their passions and utilizing their strengths and unique talents.

Greenberg sees growth in women's leadership roles when companies look for leadership potential and provide support by offering colleague mentoring, job flexibility and coaching.

By understanding the passions and energy of their personalities **women leaders and potential leaders can take advantage of their unique talents and strength to build their leadership careers**. Not only will they be able to contribute the most, but they will also receive the greatest amount of personal success.

Source:

Hire For Characteristics, Not Experience- Employees who excel succeed on their own terms. By Adrienne Selko
http://www.industryweek.com/articles/hire_for_characteristics_not_experience_14627.aspx