

APA

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Leadership in the Field and in Your Backyard

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Today's agenda

- Values & Leadership
- Leadership and Your Strengths
- Opportunities to Lead in APA
- Leading in Your Community and Beyond
- Key Leadership Competencies

Objectives

- In this module, participants will:
 - Describe leadership opportunities in the field of psychology
 - Discuss what qualities are necessary to be a leader in your community

Core Questions

- This module will answer:
 - What leadership opportunities are available to you in psychology?
 - What competencies are needed to serve as an engaged psychologist in your community?
 - How can you make your voice heard as an advocacy or board member?

Values

Here are the values that I stand for:
honesty, equality, kindness, compassion,
treating people the way you want to be
treated and helping those in need. To me,
those are traditional values.

-Ellen DeGeneres

What are values?

- Beliefs we hold that reflect our wants, needs and priorities.
- They differ from principles in that they serve more as guidelines than clear rules of right and wrong.
- Help define what we believe is important in our lives and work

Leadership Values

- The core values that one holds around their leadership style, approach and goals.
- These can align with one's personal values or be specific to the role of being a leader
- Ex: A person who believes leaders should be the face of an organization

Values-based Leadership

- Leadership that is rooted in who you are and what matters most to you.
- Leadership approaches that are centered on their values.
- Ex: A leader who treats all team members equally because they value equality

Poll

What percentage of leaders do you work with who you believe practice values-based leadership?

- A. <25%
- B. 25-50%
- C. 50-75%
- D. >75%

Live viewers: Submit your answer now. We'll share results in a moment.

Values-based Leadership

1. Self-reflection
2. Balance
3. True Self-confidence
4. Genuine Humility

“Leadership must be rooted in who are and what matters most to you”

-Harry M. Jansen Kramer, Jr.

Kraemer, 2011

Self-reflection

- Aids in determining your values
- Imitation of leadership does not work
- Authentic leadership develops when we truly understand ourselves
- Aids in prioritizing decisions

Balance

- A balanced viewpoint helps leaders to see things from multiple perspectives
- Leads to better understanding
- Includes gathering input from team members
- Balance outside of work is equally important
 - Assists with professional decision making

True Self-confidence

- Ability to identify one's strengths and weaknesses
- Confident leaders instill confidence in team members
- Helps leaders rely on others with skills they may lack
- Develops after success with self-reflection and balance

Genuine Humility

- Includes leaders treating all team members with respect
- Helps keep you in touch with your authentic self
 - Inflated egos lead to disconnection from team
- Assists in relating to others at various levels
- Motivates the team to work towards success

Poll

What obstacles do you think leaders might face in practicing values-based leadership?

- A. Undefined values
- B. Takes extra time
- C. Not a priority
- D. Other (please use chat box)

Live viewers: Submit your answer now. We'll share results in a moment.

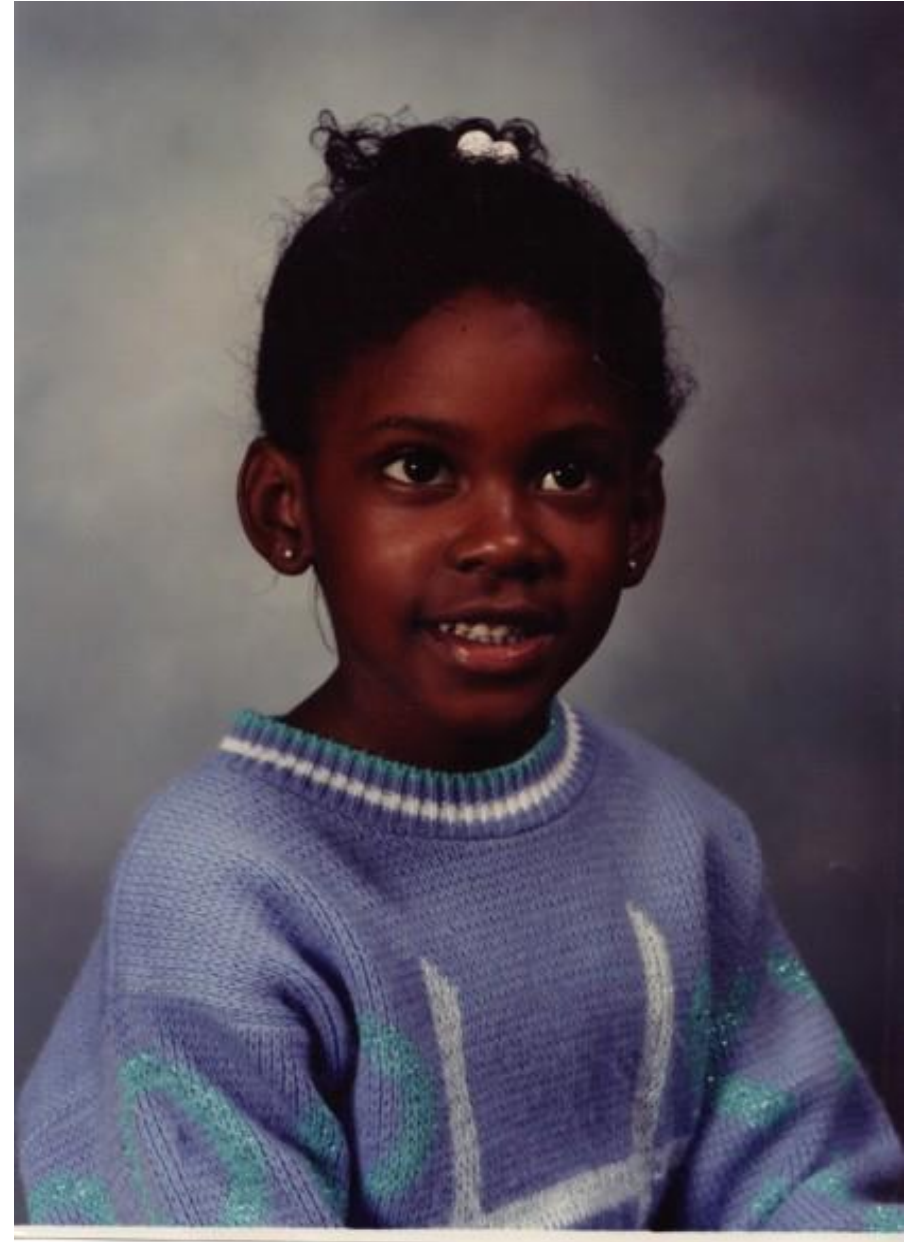
My Professional and Backyard Leadership Experiences

- Local LGBTQ Community Centers
- APA Division 44
- GLMA: Healthcare Professionals Advancing LGBTQ Equality
- DC Mayor's LGBTQ Advisory Committee
- APA LGBTQ Policy Initiatives

Values Clarification Exercise

Achievement, Authority, Balance, Collaboration,
Communication, Decisiveness, Democracy,
Diversity, Equality, Excellence,
Effectiveness, Fairness, Growth, Integrity,
Independence, Innovation, Kindness, Knowledge,
Leadership, Learning, Meaningful Work, Power,
Prestige, Productivity, Quality, Recognition,
Respect, Responsibility, Relationships, Security,
Service, Success, Teamwork

**“Know yourself,
know your worth”
- Drake**



Identifying Your Strengths

- Take three minutes and list some of your strengths
 - Personal attributes that have served you well
 - Things you like about yourself

Poll: Share Your Strengths

What are your strengths?

Answer choices:

Open ended

Live viewers: Submit your answer now. We'll share results in a moment.

APA and Psychology Leadership

**You win some.
You lose some.**



Leadership Positions in the Field

APA

- Boards
- Committees
- Council
- BoD

Other Psychology Leadership

- Divisions
- SPTAs
- EMPAs

Leadership Positions in Your Backyard

Civic Organizations

- Sororities/Fraternities
- Arts-based Orgs
- Service/Educational
- *NAACP*

City and State Government

- Local boards and committees
- City council
- State legislature
- *City Board of Health*

Start One of Your Own

- Choose your own adventure

Key Leadership Competencies

- Communication Skills
- Ability to Set and Execute a Plan/Vision
- Critical Thinking
- Ability to Inspire Others to Action
- Courage

Resources and References

- Kraemer, H. M. (2011). *From values to action: The four principles of values-based leadership*. John Wiley & Sons.
- [APA Boards and Committees List](#)
- [APA Boards and Committees Nominations](#)

Practice Today's Lessons

- Research two non-psychology local or national organizations that align with your values and strengths.
 - Ex. Researching your local NAACP chapter if your values include racial justice.
 - Ex. Researching the National Head Start Association if your values include reducing early childhood educational disparities.
- Review their criteria for volunteering or serving as a board member. Email a current board member for an informational interview if there are no criteria posted.

Questions & Answers

We will answer a handful of questions today. Some additional questions will be responded to and placed in your Slack Learning Community.

Stay Tuned

Next session: 5/7 at 3:00 PM ET

Title: Sound Financial Management

Faculty: Michelle Laino & Nancy Piña