DISRUPTORS

Budgets

Digital Content

Stereotypical “library”

Defining library/librarian

Mission creep

Time/family

Aging population

Multi-tasking

Balance of services

Add Self to S S S

Bottom of Maslow

4K killed story time

Space/facilities

Internet – info literacy

Politics, state & city

Reaching teens

Staff turnover, PT/FT, retirements

CURRENT LEADERS

Thoughtful

Care

Organized

Hard working

Fair/nice

Creative

Positive

Game

Team player

Make people feel comfortable

Motivated

Easy to talk to

Superstar skill

Listening skills

Visionary

Gets along with others

Values opinions

Compassionate

Politically savvy

Strategic/prioritizes

Delegates

Committed to mission

Decisive

Personable

Intelligent

Courage

Embrace challenges

Driven

Sense of humor

Open mind

Flexible

Stay relevant

OCD/perfectionist

Planner

Smart

Lifelong learner

Consensus building

Observant

Mission driven

Forward thinking

Optimist

Realist

Vision

Tech skills

Professional expertise

Energetic

Selfless

Conflict manager

Organized

Confident

Passionate

Work ethic

Empathetic

Knowledgeable

Role model

Calm

Diplomatic

Good communicator

Good attitude

Friendly

Can-do

Experience

Assertive

Goes to bat

Inquisitive

EMERGENT LEADERS

Thinks outside the box; what box?

Skilled

Not confident

Observant

Enthusiastic

Above & beyond

Creative

Asks questions

Not discouraged

Perseveres

Initiative

Accountable/responsible

Organized

Questions status quo

Supports others

Team player

Flexible

Respectful

Ethical

Work ethic

Savvy

Discreet

Fair

Speaks up

Knowledgeable

Alter ego

Support change

Connector

Open to new tasks

Sought after

Engaged

Says yes

Risk tolerant

Willing to fail

Offer solutions

Assertive

Doesn’t get rattled

Pride in organization

Character

Emotional intelligence

Presence

SUPPORT EMERGENT LEADERS

Give credit where due

Reward appropriately

Create opportunities to shine

Say good things

Don’t micromanage

Embrace risk taking

CE

Show trust

Get to know them

Support their interests

Listen

Remove obstacles

Mentor through failure

OK to fail

Thank people

POWER

~~Bully~~

~~Control~~

~~Tyrant~~

~~Uncle Ben (Spiderman)~~

~~Money~~

~~Not listening~~

~~Lonely at the top~~

~~Disrespected~~

~~Abusive~~

Forget all that! (except Uncle Ben)