

At Equal Justice Works, we believe that leadership can be taught and learned. These principles are the basis for all of the trainings and presentations we do for our Fellows and AmeriCorps Fellows.

An Equal Justice Works New Leader is:

1. *A Problem Solver*
  - Identifies creative solutions to complex problems.
  - Sees opportunities in challenges.
2. *A Culturally Competent Individual*
  - Recognizes that discrimination based on race, class, gender, sexual orientation and disability feed many social ills.
  - Brings these issues to the forefront and promote them as a part of the solution.
3. *A Communicator*
  - Adjusts their messages depending on the audience that needs to be reached.
  - Are effective story-tellers.
4. *A Relationship Builder*
  - Understands and values numerous and spontaneous opportunities to form lasting relationships and alliances with:
    - professional colleagues;
    - new acquaintances; and
    - other organizational leaders.
  - Understands and utilizes networking as a tool to building professional relationships.
5. *A Visionary*
  - Articulates a clear vision and inspires others to embrace it.
  - Outlines the strategic steps necessary to execute that vision.
6. *A Manager and Team Member*
  - Possesses skills in the areas of:
    - project management;
    - budgeting;
    - planning;
    - evaluations; and
    - staff development.
  - Values teamwork and views themselves as team members.

*7. A Mentor*

- Willingness to be mentored and will be a mentor to a generation of new leaders at all levels within their organization.

*8. A Risk Taker*

- Gathers generous amounts of knowledge and input to make informed decisions.
- Is able to acknowledge and admit mistakes.
- Moves forward even in adversity.

*9. A Life-Long learner and Educator*

- Looks for opportunities to improve their legal advocacy as well other professional skills.
- Shares their knowledge and experience with different audiences.

*10. A Self-aware Individual*

- Aware of strengths and/or weaknesses.
  - Aware of their impact on others.
-