



## Authentic Leadership Skills in the Disability Field

Researchers have found that engaging in “Authentic Leadership” contributes to higher job satisfaction and performance of employees (Walumbwa et al., 2008). The Authentic Leadership model consists of four key skills: 1) *Being Fair Minded*, or objectively analyzing data before making a decision; 2) *Aligned Moral Behavior*, or ensuring that personal moral standards and group values are aligned; 3) *Transparency*, or presenting your authentic self to others and openly sharing your true thoughts and feelings; and 4) *Self Awareness*, or showing an understanding of your strengths and weaknesses and understanding of how you impact others. The Leadership Institute of the National Leadership Consortium focuses on strengthening Authentic Leadership skills through its content and activities, so we checked in on past graduates’ perspectives of their Authentic Leadership skills in our 2023 and 2024 Annual Survey. We asked participants of the survey to rate their Authentic Leadership skills on a scale from 1-10, with 1 meaning, “Not like me at all,” and 10 meaning, “Completely like me.” The average ratings of 262 participant responses from 2023 and 2024 are illustrated in the chart below.

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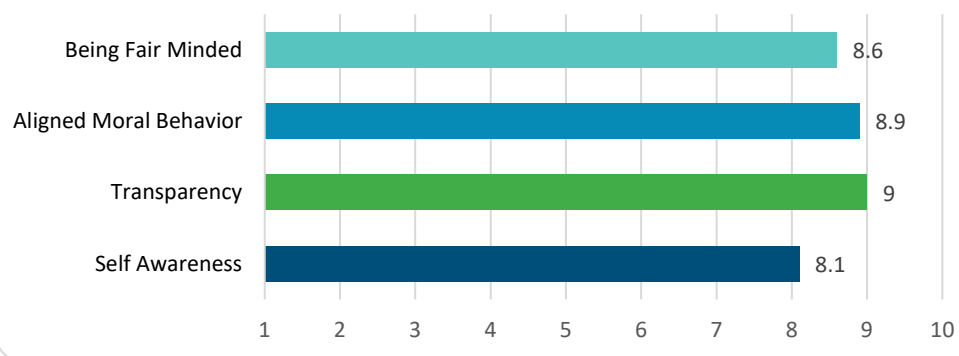
### Questions? Comments? Contact Us!

For additional information about the National Leadership Consortium’s programs and research, visit [www.natleadership.org](http://www.natleadership.org).

To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at [njones@natleadership.org](mailto:njones@natleadership.org)

Contact Cory Gilden at [cgilden@natleadership.org](mailto:cgilden@natleadership.org) with questions related to our research.

### Leaders' Self-Rating of Authentic Leadership Skills



*Transparency* was the top-rated Authentic Leadership skill by Leadership Institute graduates, with an overall average rating of 9 out of 10. *Self Awareness* was the lowest rated Authentic Leadership skill, with an overall average of 8.1 out of 10, which is still a relatively high rating of the skill. Most (93.3%) participants ranked themselves as a 7 or higher across these skills, showing a fair amount of confidence in their Authentic Leadership, but also having room for growth.