

11 TOP LEADERSHIP SKILLS FOR CONTRACTORS

1. DECISIVENESS

Effective leaders are those who can make decisions quickly with the information they have. Effective decision-making comes with time and experience. As you become more familiar with your specific industry, you'll be able to make decisions faster, even when you don't have all of the necessary information. Decisiveness is seen as a valuable leadership skill because it can help move projects along faster and improve efficiency. Effective decisiveness sometimes requires research, evaluation, problem-solving and goal setting, often with a quick turnaround. Decision-makers should be able to pull from their own experience with similar tasks, evaluate what might work best, make the decision and be confident in taking the responsibility for the result.

2. INTEGRITY

Integrity is often seen as just truthfulness or honesty but, in many cases, it also means having and standing by a set of strong values. Integrity in the workplace often means being able to make ethical choices and helping the company maintain a positive image. All businesses seek to hire workers who have a strong sense of integrity. Having integrity as a leader, not only encourages the most truthful and fair practice and outcome, but also, sends a strong and positive example to your peers.

3. RELATIONSHIP BUILDING (OR TEAM BUILDING)

Leadership requires the ability to build and maintain a strong and collaborative team of individuals working toward the same goal. Team building requires other leadership strengths, like effective communication skills and conflict resolution. Relationship building is potentially one of the most important skills to a leadership role as it makes communication of tasks, responsibilities, and goals more effective. Once you understand each other, you will benefit by being able to assess strengths, delegate tasks and complete your goals more seamlessly.

4. PROBLEM-SOLVING

Good leaders are skilled at problem-solving issues that arise on the job. Effective problem solving often requires staying calm and identifying a step-by-step solution. Problem-solving skills can help leaders make quick decisions, resolve obstacles with their team and external teams alike, and ensure projects are completed on time, according to the specifications.

5. DEPENDABILITY

Being a dependable leader means that people can trust and rely on you. A dependable person follows through on plans and keeps promises. The strong relationships built by a dependable leader create a resilient team that can work through difficulties that may arise. Being a dependable professional means meeting deadlines, being straightforward, coming through on obligations and when you can't meet a promise or a goal, communicating this early on and having a backup plan.



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6. ABILITY TO TEACH AND MENTOR

One skill that differentiates leadership from many other competencies is the ability to teach and mentor. Effectively teaching colleagues or direct reports to grow in their careers helps organizations scale. Often, this skill requires that leaders think less about themselves and more about how to make their team as a whole successful.

7. CHARACTER

Character includes traits that reveal themselves only in specific—and often uncommon—circumstances, traits like honesty, virtue, and kindness. Ironically, research has shown that personality traits are determined largely by heredity and are mostly immutable. The arguably more important traits of character, on the other hand, are more malleable—though, we should note, not without great effort. Character traits, as opposed to personality traits, are based on beliefs (e.g., that honesty and treating others well is important—or not), and though beliefs can be changed, it's far harder than most realize.

8. PERSONALITY

Personality is easy to read, and we're all experts at it. We judge people funny, extroverted, energetic, optimistic, confident—as well as overly serious, lazy, negative, and shy—if not upon first meeting them, then shortly thereafter. And though we may need more than one interaction to confirm the presence of these sorts of traits, by the time we decide they are, in fact, present we've usually amassed enough data to justify our conclusions.

9. GOAL SETTING

Goal setting for leaders assists them in staying focused on what is genuinely important. Setting goals as a leader entails having a wider picture in mind, a vision of where he or she wants to go. The success of any team is often dependent on the leader of the team. A good leader is someone who knows how to inspire motivation, problem-solve on the spot, and help the team succeed. While this is definitely added pressure for those in current leadership roles, learning how to properly set reasonable and attainable goals for your team is crucial to achieving success.

10. DELEGATION

A delegating leadership style is a low task and relationship behavior approach to leadership where a leader empowers an individual to exercise autonomy. Employing this approach entails providing the individual with the big picture, then trusting them to deliver agreed-upon results. A delegating leadership style is most effective with a person that is both confident and competent to perform and it creates motivation within the work culture.

11. RESULTS ORIENTED

A results-oriented leader is one who tends to be decisive and confident in taking charge. They are focused, logical, and organized. Typically, they are task-orientated and will set high expectations for themselves and those around them. They are likely to be confident speaking out and direct with their language.

