

### ***Leadership – what do we all want?***

Leadership research and articles are numerous, yet there is one trait that frequently rises to the top. Can you guess? Go ahead, I'll wait. If you said integrity give yourself 10 points.

Similarly, to the many articles on leadership, there are several definitions or contexts for integrity. A simple one is "walking the talk", meaning that our behavior meets our words. Integrity obviously has a values basis. People often describe it as a combination of honesty and ethics consistently demonstrated.

When we lead our teams, how we conduct ourselves is key. It's not just what we say, but also how we act. Whether it's a student organization, a staff group, or a research group in a lab, what are the examples that we set? As leaders we are often instrumental in establishing our team's norms of accepted behaviors and ones that aren't part of how we engage with each other.

Speaking of group norms, what's another word for it? Again, I'll wait. Did you say culture? If so, that's another 10 points for you. So, when we engage in safety and health practices and behaviors in our team setting, we're establishing a safety culture. And if it's a positive one, it may be a true culture of safety.

When we demonstrate our concern for the health and safety of others, that reinforces our safety culture. Group norms are contagious, they can be a good infection that bonds us, builds our team, and develops strength and resiliency. When we demonstrate that we actively care for our team members and their health and safety, it shows our integrity.

Be a safety leader – demonstrate integrity – show you care.

*Sources:*

*"Reframing Organizations" by Bolman + Deal*

*"Project Management for Dummies"*

*"The Economist"*

*Dwight D. Eisenhower*