



WFPAC LEADERSHIP QUALITIES

SOURCE: WFPAC Candidate Recruiting/Vetting Committee

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FROM THE WEBSITE: We advocate for **strong family values, individual responsibility, respect for tradition, and innovation for the future**. Williamson County families deserve leaders that promote academic excellence and practice transparent accountability and fiscal responsibility. We support current leaders and candidates that reflect these ideals and demonstrate **integrity, wisdom, and service to the community**.

So what kind of Leaders/Candidates are we looking for?

- **Integrity.** Doing the right thing at all times, even when no one is looking. Leaders in the political realm are confronted with an untold spectrum of temptations towards corruption. This is how we have the current political swamp on a county, state and federal level. Our leaders must govern with unshakeable integrity to not set foot on this spectrum of corruption. If candidates are dishonest in small issues, they will probably be dishonest in large issues. The smallest infraction only leads to larger ones.

- **Wisdom.** Leaders must humbly seek wisdom and discernment. Not all situations are clear-cut. Some will be murky and will take some fact finding. A leader must acknowledge that sometimes they do not have the answer and then humbly and diligently seek the truth. Discernment is a special gift from God, to be sought and prayed for. Think of the painting of "George Washington's Prayer at Valley Forge," as our first commander-in-chief kneels, humbly seeking wisdom and guidance from above. King Solomon sought above all else, wisdom, and his kingdom was rewarded for it. Innate wisdom is wonderful. Earnestly seeking wisdom is a must.

- **Service.** We seek "servant leaders" who are motivated by making a difference and affecting change NOT people who want a title or position to feel significant. Why do they want to lead? We prize the "reluctant leader," seeking elected office out of a sense of civic duty, not a quest for political power. *Leader* is mentioned 6 times in the Bible. *Servant* is mentioned over 900 times.

- **Charisma.** This is an intangible element that is best characterized as people naturally look to them for leadership. People like to follow them and be around them.

- **People Skills.** Getting along with people and developing relationships is foundational to good leadership. Leadership is influence. If you can't influence your neighbor or your cat because of a deficit in relational skills, you probably can't sway the commission. When constituents feel their candidate genuinely cares for them, hears them, and relates to them, they are likely to support, engage and back their candidate.

- **Character.** Who you are is how you lead. Most leaders fail because of inner issues NOT outer issues. Honesty, integrity, ethics, high moral standards, and trustworthiness are vital to good leadership. Trustworthy means always telling the truth (not half-truths or "your truth") and following through on promises. All WFPAC candidates should be able to run for reelection with the slogan "Promises Made – Promises Kept." Constituents trust a leader who is predictable in doing what they say. If constituents *trust* a leader, 1 in 2 will be engaged. If they do not trust a leader, only 1 in 12 will be engaged.

- **Professionalism.** If a candidate is blowing up their signal thread with F-bombs they probably won't have much self-control or professionalism in other areas. We are looking for people who can behave professionally *and* represent the morals and values of Williamson-Families. This logically applies to media interviews, social media posts, personal conduct, affiliations, and personal appearance. We encourage candidates to absolutely be themselves, but to also be professional.

- **Competent and skilled for the position.** While character is paramount, we also need candidates who have the basic skills and core competencies for their positions and a realistic view of the cost or skills needed for the job. For example, if they can't read a budget, they probably wouldn't make an effective county commissioner.

- **Courage.** Courage is contagious. Constituents are looking for courage now more than ever. They want candidates who will openly stand by their principles, both while running for office and once elected. The opposition will attack, and the establishment will tempt. Courage means not backing down or caving to pressures, of which there will be many. Good leaders can

go against the flow. Constituents will back leaders who consistently demonstrate courage to do what is right, despite the naysayers.

- **Good communicators.** Good candidates will be able to clearly communicate their vision, purpose and goals in a way that inspires engagement and support from constituents. Their communication must be clear and consistent, building trust with their base.

A recent Gallup study found that only 1 in 10 people feel their leaders communicate effectively and make them feel enthusiastic about the future.

- **Happy Warriors.** While it's truly upsetting where our county is at, we are looking for positive, as well as bold and uncompromising candidates. "Angry patriots" with a negative mindset will not inspire voters. We want resolute leaders with a positive outlook and vision for how to fix our county and state. People will engage with and work for candidates whose message leaves them with a sense of hope for the future.

- **Confident and hopeful.** If a leader doesn't think it's possible to turn our local government around, they shouldn't be in the race. We want candidates who understand that God is on the side of truth and victory is possible.

We are also looking for secure leaders. Most people will not follow an insecure leader. No amount of personal competency and talent compensates for personal insecurity. Constituents are 9 times more likely to be engaged in local government if they feel they have a secure future with that particular candidate at the helm. Sixty-nine percent of the people who said their leaders made them feel enthusiastic about the future had high engagement levels. Leaders who were *unable* to create hope for the future attained only a 1 percent engagement rate (recent Gallup study.)

He who gives the most hope gains the most authority.

- **Perseverance.** Campaigning and holding office require a lot of perseverance and tenacity. Politics is a LONG game. We are looking for candidates who will put effort in for the long haul and not give up the first minute they hit a few obstacles. They should have a realistic view of the cost and time involved in campaigning and winning elections.

- **Work ethic.** We are looking for candidates who are willing to work hard to win elections and once in office will work hard to affect change. The adage from *Grit* comes to mind, “Talent counts once, effort counts twice.”

- **Truth oriented.** We need candidates who will take the time to research and seek out the truth on all important issues. Once in office, they will be inundated with decisions that require research and “doing their homework” to figure out the right course of action.

- **Good leaders ARE good followers.** Good leaders (civil servants) will move back and forth between leading and following. If someone can ONLY lead and not follow they probably won’t be able to listen to their people very well or work on a team. We are looking for candidates who are great at leading but also listen well to others and value collaboration.

Keep in mind that we are all works in progress, there are no perfect people and no perfect candidates. We don’t want to scare people off who haven’t been involved in local government before however we *do* want to make sure candidates have the tenacity, courage and work ethic to run a successful campaign and lead well once in office. Remember, our goal is to WIN elections.