

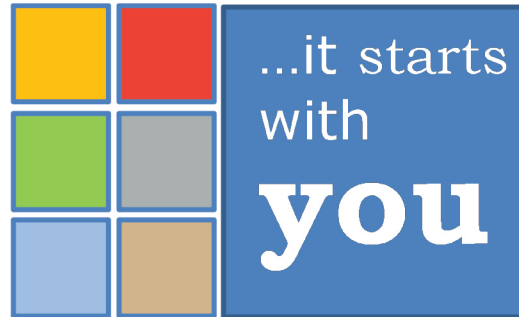
The *NRC Leadership Model* communicates how we individually and collectively demonstrate leadership in fulfilling the NRC Mission.

The Leadership Model emphasizes observable behaviors that are representative of six leadership characteristics (PREDICT) that are not otherwise covered by the NRC Values (ISOCER) or Principles of Good Regulation.

PREDICT

- Participative Decision Making
- Receptivity to New Ideas and Thinking
- Empowerment and Shared Leadership
- Diversity in Thought
- Innovation and Risk Tolerance
- Collaboration and Teamwork

To enable our mission success, every person at NRC, no matter their position, should strive to model the behaviors described on these pages



Find out more about the NRC Leadership Model, including more tools and details on how to lead, at:

www.drupal.nrc.gov/NRC/LM



NUREG/BR-0529
June 2018



The NRC Leadership Model



Everyone is a Leader...

We all influence people and our work

...Use Leader Behaviors...

PREDICT

...to Lead by example!

Show our commitment to our people, processes, and partnerships

Participative Decision Making

- Solicit and provide feedback, seek to understand priorities and viewpoints
- Take risks and make your opinions known
- Know our own strengths and weaknesses
- Be approachable and willing to not win every discussion
- Identify/remove barriers to participation
- Support agency actions once views have been considered and decision made

Diversity in Thought

- Challenge and express ideas.
- Use processes/avenues in place to share alternative thoughts
- Be open and respectful of all thoughts/ideas
- Ask for and expect feedback, listen to the feedback, support the decisions made
- Support and encourage others who express a differing view by listening and taking the time to learn about the alternative idea(s)

Receptivity to New Ideas and Thinking

- Recognize that previous approaches/thinking may need to change
- Provide constructive feedback, ask questions, raise issues and offer solutions
- Continually learn to develop your agility in a changing environment
- Demonstrate humility: value others' views and seek to understand underlying reasons
- Demonstrate active listening and a willingness to set aside personal biases

Innovation and Risk Tolerance

- Support/encourage new ideas by active participation and constructive feedback
- Identify opportunities and best practices that will enable us to perform our mission more effectively and efficiently
- Use insights gained from successful and unsuccessful innovations to generate new and creative ideas
- Make informed choices by assessing if the benefits of embracing a new approach or idea outweigh the risks

Empowerment and Shared Leadership

- Have confidence and show up with a self-motivated, empowered mindset
- Take action when appropriate: when in doubt, ask
- Engage in conversations, even if difficult
- Model the NRC Values and hold ourselves accountable for our actions
- Self-identify gaps and frequently reassess ourselves to grow as individuals
- Understand that our ideas will be considered but may not be adopted

Collaboration and Teamwork

- Listen without pre-judgment, encourage participation, and consider ideas offered
- Place the Agency's best interests first, then your team, and then yourself
- Pay attention to others – show personal interest, eliminate distractive behaviors
- Be timely, consistent and reliable
- Show support for teammates and do not let them fail
- Seek to develop and preserve personal and organizational relationships