# **Desired/Expected Leader Behaviors ~ Any Difference When White Leaders Demonstrate These Compared to When People of Color and Indigenous Peoples Demonstrate Them?**

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| **Desired Leader Behaviors** | **If People of Color and Indigenous Peoples demonstrate these leadership behaviors, they may get called:** |
| Assertive | Aggressive |
| Strong, clear voice | Loud |
| Innovative, risk-taker | Reckless |
| Visionary | Unrealistic |
| Direct | Rude, bossy, intimidating |
| Passionate | Angry, self-righteous |
| Delegator | Pushy, bossy, lazy |
| Sets high standards | Micro-manager |
| Enthusiastic | Boisterous |
| Well-spoken | Articulate |
| Raises important issues and points | Outspoken, confrontational, troublemaker |
| Extroverted | Too talkative |
| Go-getter, won’t take no for an answer | Obstinate, not a team player, self-seeking |
| Reflective, thoughtful | Slow thinker, can't make up their mind, indecisive |
| Ambitious, striving | Self-centered, power-grabbing, entitled, uppity |
| Has healthy boundaries, good well-being | Lazy, not a team player, not dedicated |
| Successful as a female leader | Not a good mother |
| Bright and intelligent | A hard worker |
| Very knowledgeable | A know-it-all, arrogant |
| Growing and developing | Incompetent, slow learner |
| Quiet | Submissive, unfriendly |
| Confident | Arrogant |
| Can multi-task | Lacks focus |
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