

RESEARCH FINDINGS

# Top Characteristics of Asian American Leaders

Two key characteristics were identified from the data on the collective experiences of the Asian American executives who span across multiple sectors.

KEY CHARACTERISTIC

## Curiosity

There wasn't one discrete manner in which the leaders conveyed a sense of curiosity. It surfaced in unique ways across all of the life stories.

EXAMPLES FROM LIFE STORIES



**Adapt to different environments**



**Bridge cultural gaps and build connections**



**Solve challenging business problems**



**Desire to learn and expand knowledge and expertise**



**Gather experiences**

KEY CHARACTERISTIC

## Desire to Serve Others

While desire to serve others manifested primarily in how the leaders led their teams, the scope of desire to serve others varied across the leaders' life stories.

EXAMPLES FROM LIFE STORIES



**Understand, support, and guide younger professionals and team members**



**Developing team capabilities**



**Giving back to the Asian American community**



**Contributing to the betterment of society**



**Desire to be impetus for change**



KEY INSIGHTS

# Interpretation of Research Findings

Following are the interpretations from the examination of the collected data. The three insights represent the most visible to least visible aspects of the leaders.

MOST VISIBLE ASPECT OF THESE LEADERS

## Leadership Style

Each leader spoke about exhibiting different styles. The following were commonly shared styles across all the leaders:

*Collaborative*

*Empowering*

*Open to On-Going Feedback*

SOMEWHAT VISIBLE

## Mindsets

These three overarching mindsets were prevalent in each of the leaders' narratives and enabled them to attain high-level leadership positions.

*Inquisitive*

*Positive*

*Confident*

LEAST VISIBLE ASPECTS OF THESE LEADERS

## Values

The leadership achievements of the executives demonstrated that the values typically attributed to Asian cultures can play a positive role in leadership attainment. For this group of leaders, the following values emerged during the interviews:

*Continuous Learning*

*Collectivism*

*Humility*

LESSONS FROM LEADERS

## Suggestions for Individuals and Organizations

### Individuals



SELF REFLECT

Develop the ability to self-reflect and evolve as a professional.



OBSERVE OTHERS

Observe other successful leaders and identify what makes them successful.



PUSH BOUNDARIES

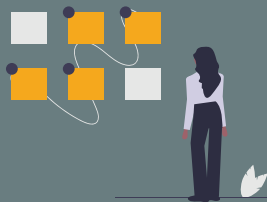
Push beyond boundaries to develop new perspectives and skills.



BE OPEN

Be open to opportunities by developing experiences and skills.

### Organizations



REDEFINE LEADERSHIP

Reconsider the definition of leadership combining the uniqueness of Asian Americans and, organizational, and societal needs.



CREATE SPACES

Offer programs that embrace leadership styles, mindsets, and values that develop and align to Asian American leaders.



REACH OUT

Include Asian Americans' diverse perspectives and mindsets when navigating change and uncertainty.