

9 Differentiating Behaviors of High Growth Leaders

Why Does Growth ↑ Matter?

50%

According to research by Innosight, 50% of the S&P 500 will be replaced over the next 10 years.

A study by The Kauffman Foundation and Inc. Magazine found that nearly two-thirds of companies on the Inc. Magazine 5,000 fastest growing companies list had shrunk in size or gone out of business five to eight years later.

66%

Where Do High Growth Leaders Really Excel?



Out of the 90 behaviors in our Bates ExPI™ model, we found a subset of 9 "super" behaviors in the **Character** and **Substance** realm that differentiate leaders.

The Super 9: Behaviors Where High Growth Leaders Really Excel*

Character

Integrity

- Honesty and promise-keeping are huge for him/her.
- Guided by a strong internal moral code.
- Carefully considers the ethical consequences of his/her actions.

Authenticity

- Sincere, I can take what he/she says at face value.
- There is nothing fake or phony about him/her.

Substance

Composure

- Prompts a thoughtful attitude and objective perspective.

Practical Wisdom

- Keen insight, you can always count on him/her for sound advice.
- Exercises sound judgment on business decisions affecting stakeholders.

Vision

- Creates an enterprise-wide view of challenges and opportunities.

*Are statistically significantly higher than average

For more information about our research on growth, click here to download our **Leadership Secrets of High Growth Companies** white paper.