



People Developer

# Essential Qualities



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## Agile Roles

# Essential Qualities of a People Developer

- **Empathy and Emotional Intelligence:** They genuinely understand and connect with people's emotions, motivations, and challenges, creating a safe and supportive environment for growth.
- **Active Listening:** They actively listen to understand rather than respond, seeking to uncover underlying needs and aspirations.
- **Powerful Questioning:** They ask thought-provoking questions that encourage self-reflection, exploration, and discovery.
- **Observational Skills:** They demonstrate proficiency in recognizing and navigating individual and team dynamics.
- **Trustworthiness and Integrity:** They build trust through honesty, transparency, and confidentiality, fostering open and honest communication.
- **Adaptability and Flexibility:** They tailor their coaching approach to suit each individual's unique style, preferences, and goals.
- **Positive and Supportive:** They create a positive and encouraging atmosphere, motivating, and empowering individuals to believe in themselves.
- **Passion for People Development:** They have a genuine enthusiasm for helping others grow and reach their full potential.
- **Natural Coaching Ability:** They possess an innate talent for connecting with people, understanding their needs, and guiding them towards solutions.
- **Foresight and Strategic Thinking:** They anticipate future talent needs and adjust strategies to ensure a strong people runway.
- **Servant Leaders:** They leave their egos at home. Instead, they instill leadership qualities in others, and they make it all about the success of their people.