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.

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

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

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.