



Ohio State Student Views of Leadership

2021 Results from the Multi-
Institutional Study of Leadership

Center for the Study of Student Life

November 2021



THE OHIO STATE UNIVERSITY
OFFICE OF STUDENT LIFE

EXECUTIVE SUMMARY

The Multi-Institutional Study of Leadership (MSL) is an international survey that investigates the extent to which the university environment contributes to student leadership development and the preparation of global citizens. This report uses data from the 2021 MSL dataset to examine three custom leadership questions pertaining to students' beliefs and experiences with leadership.

KEY FINDINGS

- **77.3%** of students in leadership positions agreed or strongly agreed that their leadership experiences during college had an impact on their sense of belonging at Ohio State, which was significantly higher than **41.0%** of students who were *not* in leadership positions
- **90.6%** of students in leadership positions and **87.5%** of students who were not in leadership positions agreed or strongly agreed that leadership can be learned
- When students were asked for the most significant leadership lessons they learned during their experiences at The Ohio State University, the importance of communication and listening was the most common theme discussed and was mentioned in **12.6%** of comments by students in both the leadership and non-leadership groups
- The percentage of leadership lessons mentioning the importance of adaptability or proactivity was marginally higher for students in the leadership group (**8.4%**) compared to those in the non-leadership group (**2.7%**)

INTRODUCTION

The Multi-Institutional Study of Leadership (MSL) is an online survey that was conducted to measure the environmental factors of the college experiences that contribute to student leadership development and, in turn, contribute to the preparation of engaged citizens. Additionally, institutions taking part in the MSL are allowed to add several custom questions to the survey. This report summarizes data from three custom questions added by staff from Ohio State Student Activities to the MSL for its 2021 administration.

In 2021, the survey was administered to a random sample of 4,000 undergraduate students on The Ohio State University's Columbus campus. Because Latinx and international students were underrepresented in previous administrations of the MSL, these groups were oversampled in 2021. A total of 715 students from the random sample and Latinx and international student oversamples responded for a response rate of 15.4%. Throughout this report, this group of students will be referred to as the non-leadership group.

Additionally, students holding leadership positions or participating in leadership-related programs on the Columbus campus were also invited to take the survey. Out of the 1,296 students in the leadership sample who were invited, 286 students responded for a response rate of 22.1%. There were 27 students included in both the non-leadership group and the leadership group oversample; for the purposes of this report, these students were excluded from the non-leadership group and included solely in the leadership group. For self-reported demographics, see Appendix A.

Students from the following leadership cohort groups or group participants responded to the survey:

Involved Living Organizations (ILO)

- Black Student Association (BSA)
- Off the Lake Productions (OTL)
- Residence Halls Advisory Council (RHAC)

Student Life Recreational Sports

- Dunn Scholars
- Recreation Center managers¹

Student Life Residence Life

- Community Council Executive Boards²
- Resident and Community Advisors

Student Life Student Activities

- Buck-I-SERV
- OSU Votes
- Pay It Forward
- Student Leadership Advocates
- Mount Leadership Society Scholars

Student Wellness Center

- Alcohol & Other Drug Prevention
- Body Project
- Buckeye Food Alliance
- Front Desk
- Peer Access Line
- Scarlet & Gray Financial
- Wellness Ambassadors

Other Student Life Cohort Groups

- Buckeye Leadership Fellows
- Dunn Sport & Wellness Scholars

¹Recreation Center managers included managers of the Recreation and Physical Activity Center (RPAC) Aquatics Center, the Adventure Recreation Center, Jesse Owens North Recreation Center, Member Services, Outdoor Facility Management and RPAC Facilities Operations.

²Community Council executive boards included Archer-Torres-Drackett-Blackwell Community Council, Bradley-Paterson/Mack-Canfield Community Council, Fabulous Unique Neighborhood (FUN) Community Council, Houston-Taylor Community Council (HOT CC), Jones-Nosker Community Council, Mendoza-Norton-Scott-Blackburn-Haverfield Community Council, Park-Stradley/Baker West Community Council, Raney-Bowen-Busch-Halloran Community Council, Siebert/Morrison Community Council, Smith-Steeb/Baker East Community Council and Towers Community Council.



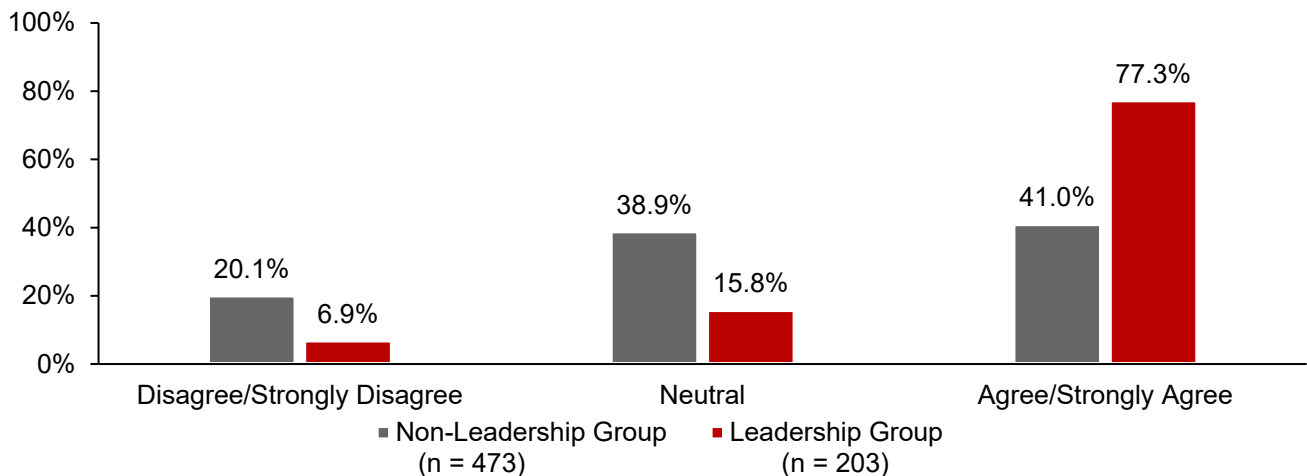
FINDINGS

Results on the custom leadership questions were compared between the leadership and non-leadership groups. Demographic data were not reported when there were fewer than 20 respondents in a group. Response options “Strongly Disagree” and “Disagree” were combined as well as “Strongly Agree” and “Agree” to create three possible response categories (i.e., Disagree/Strongly Disagree; Neutral; Agree/Strongly Agree).

Chi-square tests were used to compare responses to each question between the two groups. Chi-square tests were also used to analyze statistically significant differences between demographic groups *within* the two groups for each question. When sample sizes in the 2021 data were too small to perform chi-square tests, Fisher’s exact tests were used instead. In the proceeding tables, a significance indicator represents a significant difference between or across the categories of a demographic group within a campus (* $p < .05$, ** $p < .01$, *** $p < .001$). Marginal significance is also indicated ($^{\dagger}p < .1$).

LEADERSHIP AND BELONGING

My leadership experiences during college had an impact on my sense of belonging at Ohio State***



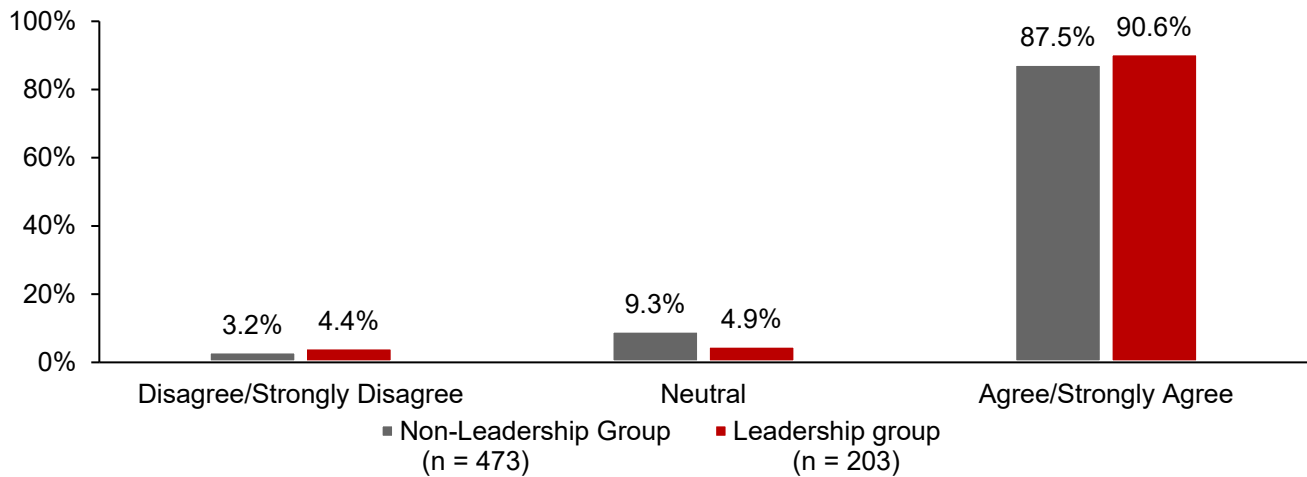
Demographic Differences in Leadership and Belonging

My leadership experiences during college had an impact on my sense of belonging at Ohio State	% Agree/Strongly Agree	
	Non-Leadership Group	Leadership Group
Gender Identity		
Man	35.9%	83.3%
Woman	44.2%	75.3%
Transgender/Gender Non-Conforming	--	--
Racial/Ethnic Identity		
White	40.5%	77.5%
Students of Color	41.0%	76.7%

My leadership experiences during college had an impact on my sense of belonging at Ohio State	% Agree/Strongly Agree	
	Non-Leadership Group	Leadership Group
Sexual Orientation		
Heterosexual	40.1%	78.8%
LGBTQ+	43.3%	75.4%
Preferred Response Not Listed	--	--
First-Generation College Student		
Continuing Generation	41.2%	77.5%
First-Generation	41.3%	76.2%
Don't know	--	--
Citizenship/Generation Status		
Second-generation or higher	40.1%	76.3%
First-generation U.S.-born	39.2%	77.1%
Foreign-born (naturalized/permanent resident)	45.5%	--
International student	50.0%	--
Disability Status	*	
No disability	40.7%	79.0%
Has disability	43.0%	66.7%
Political Affiliation		
Liberal	42.3%	74.6%
Moderate	41.2%	82.6%
Conservative	34.9%	81.8%

LEADERSHIP AS A SKILL

Leadership is a skill that can be learned



Demographic Differences in Leadership as a Skill

Leadership is a skill that can be learned	% Agree/Strongly Agree	
	Non-Leadership Group	Leadership Group
Gender Identity		
Man	86.2%	85.7%
Woman	88.6%	92.2%
Transgender/Gender Non-Conforming	--	--
Racial/Ethnic Identity		
White	88.1%	91.5%
Students of Color	86.1%	88.3%
Sexual Orientation		
Heterosexual	86.3%	90.2%
LGBTQ+	92.5%	91.3%
Preferred Response Not Listed	--	--
First-Generation College Student		
Continuing Generation	88.6%	92.3%
First-Generation	84.1%	76.2%
Don't know	--	--



Leadership is a skill that can be learned	% Agree/Strongly Agree	
	Non-Leadership Group	Leadership Group
Citizenship/Generation Status	+	
Second-generation or higher	88.5%	92.3%
First-generation U.S.-born	87.8%	82.9%
Foreign-born (naturalized/permanent resident)	90.9%	--
International student	75.0%	--
Disability Status		
No disability	87.5%	90.3%
Has disability	87.3%	92.6%
Political Affiliation		
Liberal	90.0%	91.8%
Moderate	87.9%	91.3%
Conservative	77.8%	81.8%

LEADERSHIP LESSONS

Students were asked to write the most significant lesson they learned from their leadership experiences at Ohio State. The most commonly mentioned theme discussed among both leadership and non-leadership groups was the importance of communication with and listening to one's followers. Many comments that touched on this theme mentioned that listening and communication were an important part of understanding the differences among followers and their unique perspectives.

Summarized below is a list of themes along with example comments from students that reflected those themes. Chi-square tests were used to compare differences in the frequency of each theme within comments between the leadership and non-leadership groups. The ⁺ symbol represents a marginally significant difference ($p < .1$) between groups for a given theme. Only one theme had a marginally significant difference between groups: compared to the non-leadership group, a larger percentage of students in the leadership group mentioned adaptability or proactivity as an important quality.

Out of the 111 students in the non-leadership group and 95 students in the leadership group who responded to the prompt with a lesson...

- 2.7% of the non-leadership group and 8.4% of the leadership group mentioned the importance of adaptability or proactivity[†]:

"How to be ready to adapt to unforeseen circumstances and to be always ready for the unexpected."

"Be prepared for anything and everything."

- 12.6% of both the leadership and non-leadership groups highlighted the importance of communication and listening:

“It is often more important to listen than to speak.”

“The best leaders are the best communicators.”

- 11.7% of the non-leadership group and 7.4% of the leadership group mentioned the importance of confidence or being assured in one’s own abilities:

“Being [a] leader here is just to go at it. A lot of people are unsure or don’t want to take responsibility for being wrong. You have to step up with confidence and not care about any consequence and just believe in your actions.”

“You have to believe in yourself first if you want others to believe in you and what you are asking them to do.”

- 9.9% of the non-leadership group and 8.4% of the leadership group stressed the importance of accepting imperfection or overcoming a fear of failure:

“There is more strength in showing weakness than perfection.”

“Don’t be afraid to admit mistakes.”

- 9.0% of the non-leadership group and 8.4% of the leadership group mentioned the necessity of relationship building or serving others:

“You are serving others in a leadership position, not the other way around.”

“Leadership at Ohio State has showed me that leading your peers does not mean ordering everyone around. It means caring for everyone and always having the best interest of the group while providing a sense of structure, belonging and encouragement.”

- 6.3% of the non-leadership group and 7.4% of the leadership group wrote comments related to diversity, equity and inclusion:

“Leadership is about bring people together to move forward, whether on a task, issue, project, etc. My leadership experiences have shown me that there are so many different kinds of people with all different backgrounds, and not everyone thinks the same or is easy to work with. However, using different experiences and viewpoints can be an advantage.”

“Throughout my time at OSU, I am continually reminded of the various different backgrounds, ideas, and experiences of our student body. The learning never stops, and I am continually learning that every person’s reality is 100% valid and real to them; to bring about change, or to have difficult conversations, we must enter spaces with an open mind to consider other sides.”

- 6.3% of the non-leadership group and 3.2% of the leadership group mentioned the importance of taking charge or speaking up:



“Someone needs to step up to the plate and be responsible and I realize that if you want it done right and no one will do it you need to step up and be the leader even if you don’t want to.”

“Do not be afraid to speak up and get out of your comfort zone.”

Other themes included the importance of delegation (4.5% of the non-leadership group, 2.1% of the leadership group), the sentiment that anyone can be a leader (2.7% of the non-leadership group, 3.2% of the leadership group) and the idea that leadership involves constant learning (2.7% of the non-leadership group, 3.2% of the leadership group).

A full list of comments is included in Appendix B.

APPENDIX A: STUDENT SELF-REPORTED DEMOGRAPHICS

Demographics	Non-Leadership Group Sample		Leadership Group	
	%	<i>n</i>	%	<i>n</i>
Gender Identity				
Man	31.7%	156	20.9%	46
Woman	65.2%	321	77.3%	170
Transgender/ Gender Non-Conforming	3.0%	15	1.8%	4
Racial/Ethnic Identity				
White	62.7%	307	70.3%	156
Black	5.1%	25	6.8%	15
Asian	11.4%	56	10.4%	23
Latinx	4.5%	22	1.8%	4
Multiracial/ethnic	5.3%	26	0.0%	0
Other race/ethnicity	11.0%	54	10.8%	24
Sexual Orientation				
Heterosexual	73.8%	363	67.0%	148
LGBTQ+	25.4%	125	33.0%	73
Preferred response not listed	0.8%	4	0.0%	0
First-generation College Student				
Continuing generation	84.6%	419	89.1%	197
First-generation	13.9%	69	10.9%	24
Don't know	1.4%	7	0.0%	0
Citizenship/Generation Status				
Second-generation or higher	71.9%	356	77.1%	172
First-generation U.S.-born	15.2%	75	16.6%	37
Foreign-born (naturalized/permanent resident)	5.1%	25	5.4%	12
International student	7.9%	39	0.9%	2
Disability Status				
No disability	83.5%	411	86.9%	193
Has disability	16.5%	81	13.1%	29
Political Affiliation				
Liberal	50.5%	264	63.8%	146
Moderate	35.8%	187	23.1%	53
Conservative	13.8%	72	13.1%	30

Note. Because a number of respondents did not complete demographic items, subtotals within each demographic category are less than the overall reported number of respondents. Because the MSL included 'Transgender' as a response option in its gender item, which only allowed for a single response option to be selected, it is included in the table alongside 'Man' and 'Woman.' When a group within a demographic category consisted of fewer than 20 students, that group was excluded from the chi-square analyses examining differences among groups within a demographic category. For race/ethnicity, the categories Black, Asian, Latinx, Multiracial/ethnic and Other race/ethnicity were collapsed into a single category (i.e., students of color) for reporting and analyses due to small sample sizes among each of those individual racial/ethnic groups.

APPENDIX B: REPORTED LEADERSHIP LESSONS

If applicable, what is the most significant lesson you have learned from your leadership experiences at Ohio State?

Non-Leadership Group (n = 111)
<ul style="list-style-type: none"> Always be prepared. Anyone can learn to be a leader, but not everyone who claims to be a leader is someone you want to follow. ask questions in class because younger students want to but will not. At OSU, my most recent leadership experience is being apart of the Buckeye's First Executive Team it really has taught me that leadership is learned although it is somewhere within all of us. Basebuilding Be confident in whatever you choose, say, or do in life. be here now – listen Be inclusive to all. Be kind and communicate Being a leader at OSU, even if that means breaking the silence in a zoom breakout room, has taught me to stop being hesitant and just go for things because you never who will respond or what might happen. It is worth it to speak up and lead others. Being a leader does not necessarily mean being super confident, extremely charismatic, popular, or smart. Being a leader is someone who's a people person; someone who can understand everyone's needs, preferences, emotions, and opinions, and working with those variables to successfully get people to work together as a team. Being a leader is difficult, but worth the amount of resources one dedicates to the position(s). Being leader here is just to go at it. A lot of people are unsure or don't want to take responsibility for being wrong. You have to step up with confidence and not care about any consequence and just believe in your actions. Being open to other ideas and learning new styles of leadership Creating a welcoming, inclusive community was essential this year for group engagement and general functioning, especially during COVID. Delegating is a necessity. Just because you hold a title doesn't mean you should make every decision and do every piece of the project. Do not be afraid to speak up and get out of your comfort zone Do not worry about what others will think of your decision if you know it is the right one. don't be afraid to fail. Don't be afraid to initiate! Everyone is just scared too. Don't be afraid to make mistakes, everybody does at some point. Don't pretend. Be honest and continue working hard. Most leadership experiences are with other people, and working with people in itself is an art. Don't stress over the things you can't control Don't be afraid to admit mistakes. Don't be scared to get out of comfort zone Don't trust the school Focusing on putting your time towards an effort or organization with the intent of helping others is the most fulfilling and rewarding experience of growth. Getting outside of your comfort zone is the best thing you can do for yourself.

- Hands-on Real-world projects
- how important being approachable and understanding can be
- How important it is to understand other people's strengths and weaknesses and that those qualities make people unique. Delegating is one of the hardest parts of being a leader.
- How to be a secondary leader and step down to let someone else lead.
- How to be independent and advocate for myself
- How to lead by example
- How to work with faculty
- I am not the one to actively try and be the leader
- I have learned how to approach difficult conversations
- I have learned that I do have the skills necessary to successfully lead a team, and find a lot of fulfillment in helping play a larger part of a group and its goals. I have grown to truly value the role of a leader and want to push myself to become more of one in the future.
- I have learned that it is important to stay organized and lead people the way you would want to be led.
- I have learned that it is important to use my voice because I could make an impact.
- I have to learn to speak up whenever I think is right and take others opinion into consideration before further moving on.
- I learned that in many groups in an online format, students are much shy and do not work well together. Because of this, I often do much of the group work in my courses.
- I never thought of myself as a leader but there has been situations that have required me to lead. These were great experiences because now I see how capable I am of being a leader and I feel so much more confident for future leadership roles.
- I was the president of my sorority when the pandemic started so I have learned a lot from my leadership experience. The most significant lesson that I learned is even when I thought I had communicated something clearly, there is always another method of communication. For example, I could announce something at a chapter meeting, send an email and a Slack message and someone would still not get the information. I learned that it's important to communicate with different people in different ways.
- It about other people and not yourself.
- It is a great reward working with others and being able to hear other people's ideas
- It is important in teamwork.
- It is very difficult to be a good leader. You have to really make sure you communicate clearly.
- It pays to be proactive.
- It's very difficult to guide a group of strangers from different backgrounds. A leader needs to create an open environment to allow group members to open up and understand each other. Doing this will allow for a better group dynamic. The willingness and respect from the group must be earned.
- It's ok to be wrong/ fail sometimes and it's ok to lean on others
- Knowing that you are always blind to others' condition. So be open-minded to avoid limits due to unconscious privileges.
- Language is key
- Leaders and followers will always be growing and working together if done correctly.
- Leaders come in all shapes and sizes. Even if you are reserved or quiet, there are ways for you to be a leader.
- Leaders need to be able to collaborate with the members of the group and correct themselves upon the members feedback.
- Leadership and the ability to allow others to lead when necessary are strongly interconnected
- leadership does not mean you know everything, but that you are willing to continue learning and applying your knowledge



- Leadership is about bring people together to move forward, whether on a task, issue, project, etc. My leadership experiences have shown me that there are so many different kinds of people with all different backgrounds, and not everyone thinks the same or is easy to work with. However, using different experiences and viewpoints can be an advantage.
- Leadership is different for every person and every role, but it is about what you make of it and how much you are willing to put into it
- Leadership is inherent in everyone. Titles such as president, vice president, chair, etc. can quickly corrupt an organization's mission. It is therefore important that a group foster leadership qualities in all members, not just a few.
- leadership lesson
- Leadership requires organization and preparation
- Listen and take in everyone's opinions, but know that a compromise leaves everyone unhappy.
- Listen to others Humbleness Serve the community you work for Leadership is not glamorous, it's self sacrifice The org is only as good as the president is
- Listening to others is one of the key aspects to understanding others and arriving at a solution.
- Most people are willing to contribute to the group, but many people are also along for the ride.
- My most significant lesson learned is that communication is key. Being open and honest as well as making others feel comfortable to share their opinion is also important.
- No leader is perfect.
- Nobody cares about the individual
- Not everyone is going to like you if you're in charge and that's ok
- Not everyone is going to like you or agree with you.
- Not everyone will agree with you and its important to listen to complaints in order to make a better environment/team.
- Ohio State has pushed me to become stronger and be more independent.
- Once being a advisor for an international summer camp
- One shouldn't underestimate their ability to lead others. Often we fail in one area but can be masters in another.
- OSU has negatively impacted my leadership.
- Patience
- People love to hold a position for the title not for the purpose (referring to people I have worked with not myself)
- Persistence is key
- Some people just want to be a leader in an organization just to say that they have, not because they really care about the org or its cause.
- Someone needs to step up to the plate and be responsible and I realize that if you want it done right and no one will do it you need to step up and be the leader even if you don't want to.
- Sometimes people who are not fit to be leaders of some form are put into leadership positions, which harms the members of a group they are supposed to lead
- Sometimes, having different backgrounds leads to the best ideas.
- step out of your comfort zone
- Taking everyone into consideration is important
- That I am capable of leading others effectively
- That if you are a leader people really look out for you and they are influenced by your leadership mentality.
- That instilling excitement is one of the most important parts of a project
- That leadership can come in many different forms and that anyone can become a leader.
- That leading here isn't that different than leading in high school.



- That not everyone knows everything and people need guidance.
- That paying attention to others actions and thoughts and experiences are important
- the best lesson is to join an organization and direct a project
- The importance of delegating tasks
- The importance of effective delegation - if you can delegate beforehand, you can make tasks far easier to accomplish.
- The most important lesson is that not everyone thinks the same way as you, and in order to be a good leader you have to take that into consideration before making any important decisions.
- The most significant lesson I have learned through leadership is the importance of putting aside your own desires and thoughts to openly listen to the concerns or ideas of others.
- The opinion of the majority is most important. If one person in a group won't change their opinion but the rest are in agreement, only so much time can be wasted trying to compromise. At some point you have to make the decision.
- There are specific ways and methods one can follow to be a good leader and doing these things consistently helps to keep your members around.
- there is more strength in showing weakness than perfection
- There's a lot of people here at OSU and you can't compete with all of them so just focus on what you're good at and what you're passionate about
- Throughout my time at OSU, I am continually reminded of the various different backgrounds, ideas, and experiences of our student body. The learning never stops, and I am continually learning that every person's reality is 100% valid and real to them; to bring about change, or to have difficult conversations, we must enter spaces with an open mind to consider other sides.
- To be a good leader, you must understand those you are leading.
- working with other people is not always easy
- You are not alone. If you are having trouble achieving something, you can reach out to someone for assistance and doing so does not mean you have failed
- you are serving others in a leadership position, not the other way around
- You don't need college
- You have to believe in yourself first if you want others to believe in you and what you are asking them to do.
- You need to tell people what to do instead of letting them pick for themselves. Most group members, at least at this age, are quite passive and directionless.
- Your quality of leadership has the ability to change the lives of those you lead.

Leadership Group (*n* = 95)

- A leader doesn't necessarily need to be loud and outspoken to lead-- anyone can use their natural strengths to be an effective leader.
- A Leader is not perfect but a person who strives for perfection and is authentic, self-aware, open-minded, and kind to the people around them. They are able to be inspired and inspire others around them and are able to be a resource to their team.
- A leaders work is never done, it is a continuous process.
- A strong base connection with others can help achieve greater change and more enjoyable experiences when engaging in leadership.
- Act as more of a role model instead of a stone-cold leader
- Always speak up and do not be afraid to put in the extra time into something you care about.
- Anyone can be a leader.
- be adaptable - learn to figure out things on your own because often your direct supervisors won't know either for last minute events :)
- Be prepared for anything and everything



- Being a leader is more than taking charge and getting stuff done. It's about listening to others and not putting your needs first.
- Being a leaders isn't always fun, in fact it often isn't
- Being confident I belong in the role
- Communicating with others.
- Communication
- Communication is key, and make sure you delegate.
- Confidence and communication
- delegating tasks is so important
- Developing leadership skills is easier when you are surrounded by people who naturally exude kind and responsible energy compared to attending lectures on leadership.
- Different types of leadership styles are more suited for different situations
- Diversity
- Embrace differences among others and learn from them!
- Even if I give 110% to something, I cannot force others to care about how much effort I put in.
- Everyone can bring something different to a group to help reach the group's goals.
- Get involved
- How to be more confrontational with others. Being in a leadership position meant I had to do hard stuff to make the situation right
- How to be ready to adapt to unforeseen circumstances and to be always ready for the unexpected.
- how to handle people
- How to listen to others different from you.
- How to plan a meeting
- How to read a room to ask important questions.
- I have learned to never apologize for being who I am and to always work hard. But be willing to ask for some time for yourself because pushing yourself too hard can lead to destruction.
- I have learned when to back down and let someone else lead
- I have the capability to learn or do almost anything if I'm willing to ask questions and put in the work
- I learned how to connect people through a virtual environment.
- I've learned to always plan for the minor details even if you think that they aren't something you will have to worry about.
- i'm wayyyyy more capable than I initially gave myself credit for
- It is easy to be a leader, but it is hard to be a good one.
- It is important to surround myself with people who celebrate me, care for me, and challenge me to be a better person.
- It is more important to build community than strictly abide by the rules.
- It is often more important to listen than to speak
- It is okay not to know everything. There is always time to learn the necessary materials
- it makes me nervous
- It takes time and a lot of commitment to become a good leader.
- It's important to take charge when you have to, and don't be uncomfortable doing so - most people are looking for a leader
- It's not about telling other people what to do, it is more of empowering others and giving them access to tools so that they can get the job done
- It's okay to make mistakes and ask questions.



- Lead by example.s
- Lead with grace and humility
- Leaders are learned
- Leaders need to find balance in communicating with their constituents and their superiors
- Leadership at Ohio State has showed me that leading your peers does not mean ordering everyone around. It means caring for everyone and always having the best interest of the group while providing a sense of structure, belonging and encouragement.
- Leadership does not come from charisma, and the sense of community leads to the better understanding of what can be done as a leader.
- leadership does not look the same for everyone
- Leading can be difficult, especially over zoom, but if you are optimistic it will work out.
- Learning how to adapt to unforeseen circumstances.
- Learning more about my own identities and experiences and how they shape how I lead.
- Managing personal stress is supremely important to being a leader.
- Most of leading is improvising
- Mostly just that leadership doesn't mean that you call the shots. It means you know how to empathize with others and work with them to achieve better outcomes.
- My biggest lesson is to take initiative, whether that is in being the first to talk and break the ice or doing things behind the scenes to provide stability.
- Never judge a book by its cover
- Not everyone can be at your standards and that's okay.
- Not everyone will agree with/like your ideas, but you should trust yourself anyway.
- Not too expect too much from other people
- One of the most important things I've learned is that just because you are a leader doesn't mean that you have to complete all the work on your own and boss others around for your goals to get accomplished. Being a leader is about being able to work well with others and actively listening to others to help you make decisions.
- Patience
- People are always watching and looking up to you.
- People have many identities that affect their choices. Becoming familiar with these identities will help in understanding who they are and why they make certain decisions.
- Some people will never want you to win and you need to succeed despite them.
- Sometimes you will have a single chance at something and it won't go your way. If you're a part of a good team, it won't reflect back on you poorly.
- That being a leader looks different for different people
- That everyone is different and what works for one person might not work for another
- That I don't need to know everything to be a good leader, I just need to be willing to learn.
- That it is okay to make mistakes, as long as you are honest and vulnerable as a leader.
- That you never know where you are needed most and it's important to listen and adapt.
- The best leaders are the best communicators
- The importance of being a servant leader and truly striving to serve those that we are leading, showing them how much we care for them.
- The most significant lesson I've learned from my leadership experience at Ohio State is that in order to allow everyone within a group to succeed, they need to be encouraged to take care of themselves first in order to have the time and energy to express themselves and their unique abilities as clearly as possible.

- The most significant lesson I've learned is that you don't have to be the official leader of the group to be a leader within the group.
- The most significant lesson that I have learned is that we are all people who need to take a break every now and then.
- There are different ways to be a leader
- There are many different types of leaders.
- There is always room for improvement
- There is always something you can do and there is always someone in need of your help whether you or they know it or not!
- Through mentorship and different student organizations I attend.
- To always be yourself and fight for what you believe in.
- To be adaptable to challenges thrown at you and never to back down from an opportunity because of something as trivial as self doubt.
- To embrace and truly listen listen to my peers so I can understand where they're coming from and how they process the world around them.
- To work toward equity and make my voice heard.
- Working with others can be challenging.
- You can't be standoffish once you get the position, and sometimes leaders of a group tend to be cliquey. It is an ongoing process of inclusivity.
- You don't have to be the loudest in a room to be a leader.
- You don't have to be pushy to be a good leader
- You have to learn how to put people's values/beliefs aside when they need help
- you're going to fail sometimes, but what you do with that failure is what matters

