

## LEADERSHIP & FLEXIBILITY

Effective managers do what their staff needs them to do.  
Effective leaders do what their staff needs them to do, how they need them to do it.

### Leadership strengths include:

- ◆ Comfortable in leadership role
- ◆ Quick decision maker
- ◆ People know where they stand
- ◆ Accepting challenges
- ◆ Thriving during change and crisis

### If lacking flexibility, may seem:

- ◇ Intimidating
- ◇ Insensitive
- ◇ Impatient
- ◇ Concerned more with results than the people

## DOMINANT

### Leadership strengths include:

- ◆ Maintaining an open door policy
- ◆ Willingly giving time to staff
- ◆ Inspiring and motivating others
- ◆ Providing lots of positive feedback and respectful constructive feedback

### If lacking flexibility, may seem:

- ◇ Unorganized
- ◇ Unreliable in following through on commitments
- ◇ Concerned more about keeping people happy than reaching the goal

## INTERACTIVE

## CONSCIENTIOUS

### Leadership strengths include:

- ◆ Objective and fair to everyone
- ◆ Developing logical processes
- ◆ Consistent application of standards
- ◆ Able to keep confidences
- ◆ Providing many details when assigning projects

### If lacking flexibility, may seem:

- ◇ Overly perfectionistic
- ◇ Difficult to meet their standards
- ◇ Hampering of creativity because of the desire to stick to established rules and processes

## SUPPORTIVE

### Leadership strengths include:

- ◆ Good listeners
- ◆ Empathetic and sensitive to the needs of others
- ◆ Appreciative of staff and tell them so
- ◆ Consistent with leadership style
- ◆ Communicating processes methodically

### If lacking flexibility, may seem:

- ◇ Indecisive
- ◇ Indirect in providing directions
- ◇ Unwilling to address difficult issues
- ◇ Hesitant to implement change