

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