What’s Your Leadership Style?

* Dimensions of Leadership

Cathi Hight - Facilitator
Objectives

- Learn about your leadership style and behaviors
- Consider your style and priorities on the Everything DiSC® Leadership Map
- Explore strategies to enhance your leadership style
Pioneering Leaders

They tend to be good at initiating change.
They often trust their gut instincts.
They’re able to bring people together to achieve their goals.
They tend to be inspiring.
DiSC® style iD or Di.
They could learn from

To be More Pioneering:

- Actively seek new opportunities beyond your organization’s walls.
- Break some glass. Stray away from your comfort zone.
- Learn to take leaps of faith.
Leaders are pioneers—people who are willing to step out into the unknown. They search for opportunities to innovate, grow, and improve.

Jim Kouzes and Barry Posner
Energizing Leaders

To be More Energizing:

- They’re able to rally people around group goals.
- They tend to look on the bright side.
- They’re comfortable being in the spotlight.
- They’re often accepting of other people’s ideas.
- *DiSC® style i.*
- They could learn from

- Make an effort to build enthusiasm for the group’s goals.
- Be intentional about making connections with a wide variety of people.
- Learn to lead the rally.
Great leaders energize people to go the extra mile. They set stretch goals that motivate people to accomplish more than they think is possible.

Jack Zenger and Joe Folkman
Affirming Leaders

- They tend to be friendly and approachable.
- They’re often generous in their praise.
- They’re able to consider the needs of different groups of people.
- They’re less concerned with their own ego needs.
- *DiSC® style iS or Si.*
- They could learn from

To be More Affirming:

- Monitor your “default” expressions.
- Let people know that you value them.
- Accept other people’s limitations.
Leaders who fail are the ones who do it by themselves. Leaders who succeed are the ones who allow others to help them.

Simon Simek
Inclusive Leaders

- They tend to be very people-oriented.
- They’re often able to create a warm, safe environment.
- They’re able to overlook other people’s flaws.
- They tend to deliver reliable results.
- DiSC® style S.
- They could learn from

To be More Inclusive:

- Show people that you’re open to their ideas.
- Monitor your emotional output carefully.
- Work to facilitate two-way discussion on important issues.
Diversity is having a seat at the table. Inclusion is having a voice and having that voice heard.

Kadia Tubman, Nielsen
Humble Leaders

- They’re often able to head off potential problems with careful planning.
- They provide others with the tools necessary to do their work.
- They’re able to create a stable environment.
- They maintain their composure, even under stress.
- *DiSC® style SC or CS.*
- They could learn from

To be More Humble:

- Maintain your composure by keeping things in perspective.
- Take the time to listen to the less powerful people around you.
- Make the needs of your group a priority.
Don’t flaunt your authority. Humility will make you approachable. It opens the door to building relationships.

Jack Zenger and Joe Folkman
Deliberate Leaders

- They’re often able to head off potential problems with careful planning.
- They provide others with the tools necessary to do their work.
- They’re able to create a stable environment.
- They maintain their composure, even under stress.
- **DiSC® style SC or CS.**
- They could learn from

**To be More Deliberate:**

- Be deliberate in your communication.
- Show that you’ve done your homework.
- Pay attention to process management tools and methods.
Whatever surprises leaders themselves may face, they don’t create any for the group. Leaders are all of a piece; they stay the course.

Warren Bennis
Resolute Leaders

They tend to be good problem solvers.
They’re often able to push their way through obstacles.
They’re able to hold people accountable.
They’re often able to identify potential weaknesses in plans.

DiSC® style CD or DC.
They could learn from

To be More Resolute:

Learn to hold people accountable.
Find and address problems.
Get comfortable making unpopular decisions.
The expectations that successful leaders hold provide the framework into which people fit their own realities.

Jim Kouzes and Barry Posner
Commanding Leaders

- They are able to set and stick to aggressive timelines.
- They tend to be very goal-oriented.
- They’re able to speak with conviction.
- They’re not afraid to take some risks.
- *DiSC® style D.*
- They could learn from

To be More Commanding:

- Get comfortable with making firm, public commitments
- Learn to act without permission.
- Create some urgency.
Psychologically, leaders lead because they convince others that they understand the issues better than anyone else. People follow them because they speak about solutions with persuasive conviction, project confidence when others are uncertain, and act decisively.

Judith Bardwick
Group Discussion (15 minutes)

What is your leadership style?

Share:

- Your leadership style and its strengths and potential downsides
- Learn one trait from two other types of leaders that would enhance your leadership tendencies
Learn more

The 8 Dimensions of Leadership
Authors: Jeffrey Sugerman, Mark Scullard, Emma Wilhelm
Publisher: Berrett-Koehler

Read the 8 Dimensions of Leadership book to learn more about your style and how to develop a more broad leadership framework.

Take the 363 for Leaders Assessment to learn how others see you and what they need more from you.
All leadership styles have strengths and blind spots

Effective leaders develop to exhibit the right leadership dimension at the right time

Which dimensions do you need to develop to be a more well-rounded leader?

- Reach out with any questions!
- Contact me at (512) 354-7219 or at cathi@hightperformance.com