

Leadership Style Survey

This is an informal survey, designed to determine how you usually act in everyday related situations. The idea is to get a clear description of how you see yourself. Circle A or B in each pair of statements below, which shows the one that MOST, describes you.

1. A) I actively seek out new people with whom I can establish relationships.
B) I usually prefer to remain within my trusted circle of relationships.
2. A) I usually act deliberately.
B) I usually react quickly.
3. A) I'm careful where I spend my time.
B) I'm usually open to other people's use of my time.
4. A) I usually introduce myself at social gatherings.
B) I usually wait for others to introduce themselves to me at social gatherings.
5. A) I usually focus my conversations on the interests and relationships of the people involved.
B) I usually focus my conversations on the task, facts or topic at hand.
6. A) I'm usually diffident, and I can be patient with a slow pace.
B) I'm usually assertive, and at times I can be impatient with a slow pace.
7. A) I usually make decisions based on facts or evidence.
B) I usually make decisions based on feelings, experiences or relationships.
8. A) I contribute frequently to group conversations.
B) I contribute infrequently to group conversations.
9. A) I prefer to work with and through others, providing support when possible.
B) I usually prefer to work independently or dictate how others are involved.
10. A) I usually ask questions or speak tentatively and indirectly.
B) I usually make direct statements or directly expressed opinions.
11. A) I usually focus primarily on ideas, concepts, or results.
B) I usually focus primarily on persons, interactions, and feelings.
12. A) I often use gestures, facial expression, and voice intonations to emphasize points.
B) I rarely use gestures, facial expressions, and voice intonations to emphasize points
13. A) I usually embrace others' points of view.
B) I usually interpret others through my own point of view.
14. A) I usually respond to risk and change cautiously.
B) I usually respond to risk and change dynamically.

15. A) I usually prefer to keep personal feelings and thoughts private.
B) I find it natural and easy to share and discuss my feelings with others.
16. A) I usually seek out new or different experiences and situations.
B) I usually choose known or similar situations and relationships.
17. A) I'm usually responsive to others' agendas, interests, and concerns.
B) I'm usually focus on my own agendas, interests and concerns.
18. A) I usually respond to conflict slowly and indirectly.
B) I usually respond to conflict quickly and directly.

Use the Answer Sheet below to record whether you choose A or B for each question. Circle your answer to each question.

ANSWER SHEET

O	G	D	I
1A	1B	2B	2A
3B	3A	4A	4B
5A	5B	6B	6A
7B	7A	8A	8B
9A	9B	10B	10A
11B	11A	12A	12B
13A	13B	14B	14A
15B	15A	16A	16B
17A	17B	18B	18A

TOTALS _____ _____ _____ _____

Total the numbers of items circled in each column and write it on the spaces above. Now, compare the "O" column with the "G" column and circle the letter that has the highest total - O or G. Then compare the "D" column with the "I" column and circle the letter that has the highest total - D or I

Results:

If you circled the G and D, you tend toward being a **Director**.

If you circled the O and I, you're predominantly a **Relator**.

If you circled the O and D, you show many qualities of a **Socializer**.

If you circled the G and I, you have lots of **Thinker** characteristics.

Analysis of Your Leadership Style

Open relationships

<p>Relators are the teddy bears of the human zoo. Rather easygoing, people-oriented, and slow-paced, Relators tend to drag their feet when it comes to change, preferring routine ways of doing things</p>	<p>The Relator</p> <ul style="list-style-type: none"> • Warm and friendly • Slow and easy • Shares feelings • Good listener • Cooperative 	<p>The Socializer</p> <ul style="list-style-type: none"> • Relationships important • Fast-paced • Strong feelings of personal worth • Enthusiastic and persuasive • Not afraid of risks 	<p>The friendly, enthusiastic Socializers are fast-paced people who thrive on admiration, acknowledgment, and applause. They love to talk, and while strong on fresh concepts, they're usually weak on execution</p>
<p>Indirect Slow-paced</p>			<p>Direct Fast-paced</p>
<p>Thinkers are results-oriented problem solvers. They seek results in a quiet, low-key way. Thinkers are analytical, persistent, independent, and well organized, but often seen as aloof, picky, and critical.</p>	<p>The Thinker</p> <ul style="list-style-type: none"> • An efficient perfectionist • Slow and cautious • Task-oriented • Follows directions • Works well alone 	<p>The Director</p> <ul style="list-style-type: none"> • Emphasis on results • Fast-paced and decisive • Does not share feelings • Little concern for relationships • Seen as dominating 	<p>Directors are forceful, take-charge people. Their impatience- and sometimes their insensitivity- may make you wince. Driven by an inner need to get results, they're more concerned with outcomes than egos.</p>

Reserved relationships



Relator

When Talking with Others: Asks more questions, listens, and reserves his /her opinions, less verbal communication.

Verbal Identifiers: Warm less forceful talk, lower volume, and slower speech.

Visual Identifiers: Intermittent eye contact, gentle handshake, slower movements, patient.

Famous Relators: Mother Teresa, Gandhi, Jimmy Stewart, Mr. Rogers, Nelson Mandela



Socializer

When Talking with Others: Talks a lot, tells stories, shares feelings and opinions openly, and informal.

Verbal Identifiers: Loud, fast voice with lots of voice inflection, dramatic.

Visual Identifiers: Animated, spontaneous, hand and body movement, and spontaneous.

Famous Socializers: Bill Clinton, Will Smith, Robin Williams, Oprah Winfrey, Richard Branson.



Thinker

When Talking with Others: Formal and proper, focused with facts, doesn't share feelings.

Verbal Identifiers: Less vocal variety, very steady with lower volume and speed.

Visual Identifiers: Less facial expressions and gestures, does not initiate contact.

Famous Thinkers: Bill Gates, Albert Einstein, JK Rowling, Tiger Woods, Thomas Edison.



Director

When Talking with Others: Tells more than asks, not a great listener, abrupt and to the point.

Verbal Identifiers: More vocal variety and forceful tone with high volume and speed.

Visual Identifiers: Steady eye contact, firm handshake, body gestures and impatient.

Famous Directors: Hilary Clinton, Michael Jordan, General George Patton, Margaret Thatcher.

Write down some thoughts on leadership styles in general, and your leadership style in particular. What was one new thing you learned about yourself from this exercise?

Understanding Leadership Styles

Now that you have a better understanding of the types of leadership styles, think back to the leader who you selected in the previous exercise. From what you have learned, consider the following:

What was their leadership style? _____

Why was it effective with you? _____

Now, think about your Club, and identify some key leaders or influencers in your Club. What is their leadership/communication style? When is it most effective? Least effective?

Name	Style	Most Effective	Least Effective
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Adapting Your Leadership Style

Now consider these leadership styles against your own and think about how you, as Club President will communicate with these key people in your Club. Understanding them and having them support your efforts is critical. Here's a few tips for communicating with the various styles

<p>RELATOR</p> <p>To connect most effectively with a Relator:</p> <ul style="list-style-type: none"> • Use less intense eye contact • Speak in a moderate pace with a softer voice and moderate tone • Seek their opinions and ideas, then listen • Try not to counter their ideas with logical arguments • Allow time for them to make a decision to reduce pressure • Encourage them to express their concerns without getting upset with them • Aim for mutual agreement on work goals and completion dates 	<p>SOCIALIZER</p> <p>To connect most effectively with Socializer:</p> <ul style="list-style-type: none"> • Make direct eye contact • Speak in an energetic and fast paced manner • Support your ideas with the opinions of people they respect • Confirm any agreements made; follow up with a brief "to do" list so they remember what they agreed to do • Allow some socializing time in meetings • Talk about experiences, people, opinions and facts • Ask about their "gut" feel • Maintain balance between fun and achieving results
<p>THINKER</p> <p>To connect most effectively with a Thinker:</p> <ul style="list-style-type: none"> • Be more formal in your speech and manner • Don't speak in a loud or fast paced voice • Present the pros and cons of an idea along with options • Follow up in writing • Be punctual • Present information in an organized, planned and comprehensive manner • Accept that plans requiring risk-taking options are generally not welcomed 	<p>DIRECTOR</p> <p>To connect most effectively with a Director:</p> <ul style="list-style-type: none"> • Get to the point quickly in a clear and succinct manner • Speak in a fast pace • Be specific and don't over-explain or repeat yourself • Make direct eye contact • Minimize small talk • Be organized and well prepared • Focus on results to be achieved • Be punctual and stick to guidelines

Leadership Tip: The most important thing to remember about communication styles is that the differences are real and largely unconscious. Railing against someone else's communication style or expecting everyone to interact in your preferred style seldom leads to a positive outcome. Highly effective communicators learn to recognize and adapt to different communication styles; both when they're receiving and interpreting information from others and when they share information with others.