



Personal Leadership Style Assessment

In the spaces provided below rate each term which is **MOST = (4)** like you to what term is **LEAST = (1)** descriptive of you. Number each word with a **4,3,2, or 1**. Use all 4 numbers on each row. Sub-Total each of the columns then total the 4 sub-totals across. The sub-totals should equal 100+/-.

Total each column place totals in the appropriate A,B,C,D boxes on the next page

A	B	C	D
___ Carefree	___ Determined	___ Adaptive	___ Analytical, Systematic
___ Relational-- people-person	___ Productive	___ Dependent---want others to lead	___ Reflective
___ Idealist---dreamer, beyond facts	___ Optimist---it'll all work out	___ Realist ---give me facts, not dreams	___ Perfectionist
___ Impulsive	___ Domineering	___ Indecisive	___ Skeptical, Inquisitive
___ Approval oriented want others happy	___ Result-oriented	___ Compromising	___ Artistic
___ Undisciplined	___ Insensitive	___ Spectator	___ Rigid
___ Free-Wheeling-- easy-going, flexible	___ Organized	___ Cooperative	___ Creative
___ Emotional	___ Practical	___ Loyal	___ Moody
___ Restless	___ Volatile	___ Stubborn	___ Judgmental
___ Expressive	___ Efficient	___ Conservative	___ Sensitive
_____+	_____+	_____+	_____+ = <u>100</u>



Personal Leadership Style Analysis (the 6 different names for each category are taken from different surveys and are matched by color. e.g. all Bird titles are Blue etc.)

		A = _____	Extrovert	B = _____			
PEOPLE	Persuade	<p>Fun-loving, Peacock, Promoter, Sanguine, Persuader, Spirited Leads by Inspiring</p> <ul style="list-style-type: none"> ∞ Plays ∞ Projects ∞ Persuades <p>Strengths: Talkative, Outgoing, Enthusiastic, Friendly, Warm, Carefree, Compassion, Personable, Persuasive</p> <p>Weaknesses: Can be---Unstable, Restless, Egoentric, Undisciplined, Fearful, Exaggerates, Weak-willed, Loud, Untrustworthy</p> <p>More Effective in situations in which people need to be motivated to develop fresh, innovative ideas.</p> <p>Less Effective in urgent situations in which deadlines must be met and in situations in which long-term planning is vital.</p>		more aggressive	<p>First, Eagle, Director, Choleric, Controller, Direct Leads by taking Charge</p> <ul style="list-style-type: none"> ▲ Presides ▲ Produces ▲ Persists <p>Strengths: Independent, Result oriented, Pragmatic, Questions, Problem Solver, Critical Thinker, Determined, Organized, Logical, Opinionated, Decisive, Confident, Stable</p> <p>Weaknesses: Can be---Angry, Unsympathetic, Self Sufficient, Emotionally Immature, Distrustful, Ruthless, Pride, Reluctant to admit wrong or weakness.</p> <p>More Effective in crisis situations or rapidly changing situations in which bold action and quick decisions are needed.</p> <p>Less Effective in situations requiring careful planning and in situations requiring tact and sensitivity to others' feelings.</p>		Get it Done
	Peace	TASK	<p>Friendly, Dove, Supporter, Phlegmatic, Organizer, Considerate Leads by Building Group Harmony</p> <ul style="list-style-type: none"> ○ Compromise ○ Cooperation ○ Consideration <p>Strengths: Calm, Dependable, Easy-Going, Efficient, Conservative, Practical, Stable, Sympathetic</p> <p>Weaknesses: Can be--Indecisive, Spectator, Selfish, Unmotivated, Fearful, Compromising, Cautious</p> <p>More Effective in sensitive situations requiring patience, tact, and diplomacy:</p> <p>Less Effective in situations requiring quick adjustments because of unforeseen changes and situations in which the need to take charge of others is crucial.</p>		assertiveness scale	<p>Feeler, Owl, Thinker, Melancholy, Analyzer, Systematic Leads by Careful Planning</p> <ul style="list-style-type: none"> □ Data □ Details □ Delineation <p>Strengths: Conscientious, Gifted, Analytical, Sensitive, Perfectionist, Loyal, Idealistic, Self-sacrificing, Insightful, Perceptive, Artistic</p> <p>Weaknesses: Can be--Tedious, Moody, Negative, Unsociable, Impractical, Rigid, Theoretical</p> <p>More Effective in situations calling; for careful, long-term planning, accuracy, and objective analysis.</p> <p>Less Effective in situations requiring quick decision-making or flexibility because of ambiguity or interpersonal conflict.</p>	
		C = _____	Introvert	D = _____			

Get more professional and personal leadership gifts and ideas by subscribing to John Parker's free eZine at: www.sealegsforsuccess.com