Understanding My Leadership Style

Leadership Mad Lib Activity
Instruction: Fill in the word or phrase to complete the sentence

This activity should reflect how you *currently* work.

1) As a manager, the most important thing I do is_____.

2) I like _____most about my team.

3) I wish my team would_____.

4) As a leader, I _____my team in meetings by_____.

5) I _____ with my team during a typical workday (please be specific).

6) In times of crisis, I rally my team by_____.

7) When questioned by upper management, I (always, sometimes, never) _____my team.

Your Leadership Personality - Now and Future
Instruction: Assign a % to all *relevant* categories. The % should equal 100%.

Look at the Leadership Personality Styles below. Which reflect the way in which you currently manage? First, fill out how you believe you lead now then enlist the help of peers, colleagues and direct reports to understand how you are being perceived.

Step 1: Choose the styles that reflect how you lead NOW.

Personality Styles	How I Believe I Lead NOW (%)	How Others Perceive I Lead NOW (%)
Helping Friend		
Trusted Advisor		
Reliable Performer		
Innovative Changemaker		

Step 2: Think about how you ASPIRE to lead.
Based upon your perception and peer/colleague perception of your current style, is there anything you would modify to become a better leader?
Use this scenario to help you:
Your boss was fired today. Effectively immediately, you are taking his/her place.
How would you use this opportunity to adjust your management style?

Leadership Styles	How I ASPIRE to lead (%)
Helping Friend	
Trusted Advisor	
Reliable Performer	
Innovative Changemaker	

In this future world…..
Which traits do I want to increase?_____

Why?_____

Which traits do I want to decrease?_____

Why?_____

Action Planning
What are the top 3 things I should do/change to achieve this new new balance?

1)_____

2)_____

3)_____

In six months, I want my team to look like this…
1)_____

2)_____

3)_____

4)_____

5)_____