## LEADERSHIP STYLES

## **PURPOSE-DRIVEN**

I have strong convictions ...

Traits: Sense of mission, an ideal, or cause

**Skills:** Intra-personal, such as research, technical competence, emotional intelligence, planning

Styles: Exemplar, observer, guardian, expert,

missionary

Rich Habits: Reading, contemplation, focus, integrity

Poor Habits: Lack of ethics, distraction

Historical Examples: Nelson Mandela, Mother Teresa,

Abraham Lincoln, Winston Churchill

## **PEOPLE-DRIVEN**

I enjoy working with people ...

**Traits:** Charismatic, projects that "Everyone on our team is important"

**Skills:** Inter-personal, such as communication, social perception, motivation, inspiration, delegation, managing, conflict resolution

**Styles:** Popularizer, team builder, mediator, consensus builder, advisor, encourager, coach, servant, spokesman, teacher, partner, mentor

Rich Habits: Kindness, fun, listening

Poor Habits: Gossip, hypocrisy, interrupting Historical Examples: Dale Carnegie, John Wooden, Ronald Reagan



## PRODUCTIVITY-DRIVEN

I get the job done ...

Traits: Authoritative, task-oriented

**Skills:** Coordination and action, such as budgeting, production, allocation, organization, operations, managing resources

**Styles:** Producer, legislator, commander, dictator, regulator, judicial, bureaucrat, autocrat, enforcer, policing, director

**Rich Habits:** Budgeted, organized workplace, quality control

Poor Habits: Sloppy work

**Historical Examples:** Herbert Hoover, General Patton, Johannes Gutenberg, John D. Rockefeller, Henry Ford



I have a vision ...

**Traits:** Transformational, creative, loves a challenge

**Skills:** Conceptual, such as strategic planning, peak performance, establishing the vision, problem solving, change management

**Styles:** Visionary, thought leader, creative, inventor, author

**Rich Habits:** Written goals, clear schedule, celebrating success

Poor Habits: Daydreaming, never "landing"

**Historical Examples:** Leonardo da Vinci, Walt Disney, Thomas Edison, Albert Einstein, John F. Kennedy,

Martin Luther King, Jr.

While hundreds of leadership and management styles have been identified, they tend to fall into four categories.

The most common leadership myth is that leadership is a position, degree, calling, or title. Authentic leadership simply means conducting oneself in a way that others instinctively want to follow. The lowest form of leadership is *dictator* or *positional leadership* (scare). Often people work to be *diplomatic* (fair). The higher forms of leadership are *empathetic*, *inspirational*, and *empowering* (care). Leadership styles can be used for positive or toxic purposes. For example, a leadership style could range from a compassionate doctor barking orders in the emergency room to save a life, to a toxic dictator forcing compliance by brute force. Theses *scare*, *fair*, and *care* characteristics add another dimension to these issues.

Leadership includes traits (innate) and skills (learned). Some leaders have had no actual training, nor have they read any leadership books. Yet, the finest leaders maintain strong training on the subject. ©2019 Core IQ. All rights reserved.

