

LEADING WITH STYLE

Discovering Your Unique Leadership Personality!

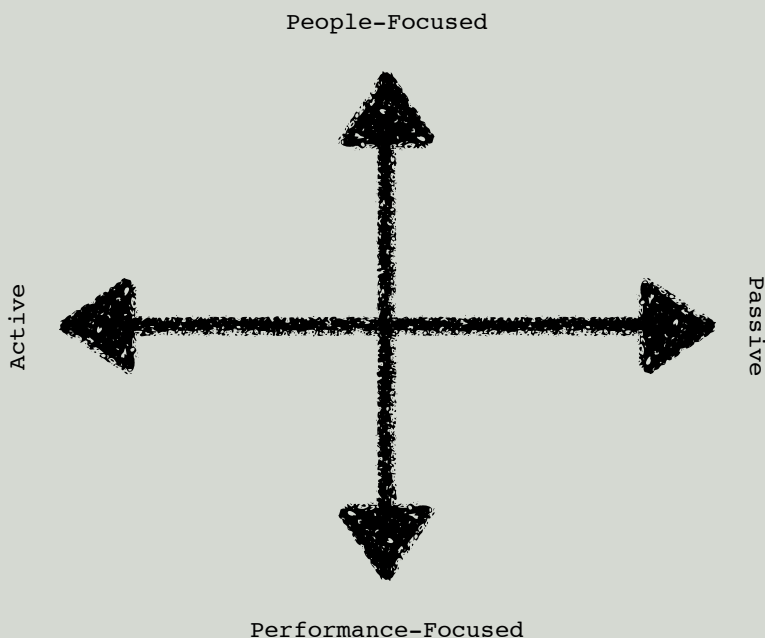
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PERSONALITY MATTERS

The leadership instinct you are born with is the backbone. You develop the funny bone and the wishbone that go with it. -- Elaine Agather



MY UNIQUE LEADERSHIP STYLE:

GAME SHOW HOSTS: Active/People-Focused

- Dynamic, Delightful & Daring
- Relational: High
- Task: Low
- Likes: Interaction!
- Actions: Impulsive!
- Takes/enjoys risk!
- Decisions: Hunches
- Time: Undisciplined

- Communicate by listening.
- Be attentive to your schedule.
- Maximize your potential to inspire people.
- Motivate honestly and with substance.
- Follow through with your commitments.
- Discipline your ability to stay focused.

CHEFS: Active/Performance-Focused

- Determined & Decisive
- Relational: Low
- Task: High
- Likes: Being in charge!
- Actions: Decisive!
- Calculated risks
- Decisions: intuition
- Time: Swift, efficient

- Be sensitive to the feelings of others.
- Keep the vision in front of you & others.
- Take the time to listen.
- Develop relationships.
- Maintain balance of people and task.
- Allow your confidence to bring security to others.

STAGE MANAGERS: Passive/Performance-Focused

- Deep & Disciplined!
- Relational: Low
- Task: High
- Likes: Organization
- Actions: Cautious
- Avoids risks
- Decisions: on facts
- Time: Disciplined

- Maximize your analytical approach.
- Guard your desire to micro-manage.
- Allow your creativity to come through.
- Develop decision-making skills.
- Bring the plan to the problem.
- Be aware of your tendency to discouragement.

COUNSELORS: Passive/People-Focused

- Dependable & Diplomatic!
- Relational: High
- Task: Low
- Likes: Close relationships!
- Actions: Slow! A Pleaser!
- Avoids due to Conflicts
- Decisions: Others' Opinions
- Time: Slow, calm

- Become self-motivated.
- Maximize your one-on-one skills.
- Bring your calmness to leadership.
- Be the mediator.
- Develop your decision-making abilities.
- Stay focused on the task.

FEED THE NEED!

The secret to an effective leadership involves meeting your staff's internal needs or the GROWLS...

Our stomachs growl when they're hungry and so does the inner spirit of every person. In the process of transition, you must feed the needs or you'll lose the attention, affection and attendance of the volunteer/staff.

GRACE!

Every person hungers for unconditional, unmerited and unbelievable grace. Grace covers, forgives, empathizes, provides and protects. Grace is irrational, messy and often hurts. It's blessing a person, whether they deserve it or not.

RELATIONSHIP!

If a person doesn't belong, it's so long. Guaranteed. It's the primary reason we lose volunteers after only a few months of service. People are blossoming social machines. They seek to connect, interact and succeed with peers of similar age. Effective communication is essential. People want to fit in. They want to belong.

OWNERSHIP!

Every person hungers for control and contribution. So empower their personality, passions and pursuits and give your volunteers and staff power. It'll unleash purpose and release people to fly freely.



WORTH!

People crave attention, affection and affirmation. They're looking for strong, positive mentors who value their contributions and encourage their unique personal voice. Every person is different so encourage and edify their specialness.

LAUGHTER!

It's fundamental to have fun. When we experience joy our brains literally illuminate. Enjoyable learning (or "edutainment"), where smiles abound, is both attractive and enhances content retention.

SAFETY AND SECURITY!

Abraham Maslow noted the two most basic human needs are physiological and safety. Consequently, people gravitate towards situations that meet natural needs like hunger, thirst and comfort. Make sure your volunteers/staff have basic needs met.

GIVING THE GRADE...

Give a grade (A-B-C-D or F) to how well your leadership style feeds each of these needs in your situation?

TAKING IT HOME...

What's one strategy or response you could develop to feed and grow each one of these internal needs with your volunteers and staff?

MAKING IT STICK...

How will you evaluate your organizational structures to ensure these six needs are being met and you're truly "leading with style?"