

LEADERSHIP

	Gifts & Strengths	Derailers	Ways to Improve
8	<p style="text-align: center;">Making Important Things Happen</p> Direct Self-confident & authoritative Highly strategic Overcomes obstacles Energetic Protective of others Moves projects forward Supports others' success	Controlling Demanding High expectations of self & others Impatient Agitated with slowness Feels used when others do not perform to expectations Disdains weakness Overextends to the point of exhaustion	Lower your voice. Never yell. Be careful about blaming others. Consider opposing points of view. Take care of yourself. Slow down impulses to act. Share vulnerabilities.
9	<p style="text-align: center;">Inclusion and Consensus</p> Diplomatic and easygoing Consistent and patient Inclusive and collaborative Develops lasting relationships Supportive of others Assimilates big picture thru attention to operational details	Avoids conflict Unassertive Forgets priorities Procrastinates Passive-aggressive when pushed Indecisive Uncertain Low energy	Practice assertion. Emphasize only key points that are important. Move things along and off the to-do list. Identify and express needs. Set priorities. Take a stand.
1	<p style="text-align: center;">Pursuit of Excellence</p> Leads by example Strives for quality Pursues perfection Organized and consistent Perceptive Honest	Reactive Overly critical Defends self when criticized Unaware of own anger & resentment Overly detailed Controlling Opinionated	Replace being right with being effective. Delegate more. Have more fun. Learn to appreciate what is positive in everything.
2	<p style="text-align: center;">Motivation & Service to Others</p> Develops excellent relationships Empathic Supportive and generous Optimistic and likeable Responsible, hardworking Insight into others' needs Motivates others	Accommodates Indirect Difficulty saying <i>no</i> Angry when unappreciated Unaware of own needs Overemphasizes relationships Enraged when others are mistreated Unaware of "giving to get"	Learn to say <i>no</i> . Help the group become less dependent on you. Bring more objectivity and less emotional reactivity into your leadership style. Make a list of your needs. Spend time alone.
3	<p style="text-align: center;">Obtaining Results</p> Success oriented and accomplishes results High energy Reads an audience well Overcomes problems Optimistic Entrepreneurial Confident	Overly competitive Not always forthcoming Abrupt Hides deep-level feelings Becomes overextended Limited time for personal relationships Impatient with others' feelings Believes the external image is the authentic self	Pay more attention to your impact on other people. Curtail competitiveness. Acknowledge failure and weaknesses. Consciously tell the whole truth about yourself.

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4	<p style="text-align: center;">Pursuit of Passion</p> <p>Seeks meaning through interpersonal connection Inspiring Creative and expressive Introspective Intuitive Compassionate Searches for excellence</p>	<p>Intense Self-conscious Moody Easily bored Guilt-ridden Difficulty accepting criticism Becomes disillusioned and then deeply critical of others</p>	<p>Focus on others more than yourself. Turn down your intensity. Learn to forgive and forget. Appreciate the ordinary. Take pleasure in others' qualities and accomplishments.</p>
5	<p style="text-align: center;">Importance of Objectivity</p> <p>Expert, analytic and objective Insightful Systematic Thorough planning Excellent in crisis Persistent</p>	<p>Detached Overly independent Unassertive Underemphasizes relationships Doesn't share info Stubborn Critical of others</p>	<p>Focus on team interdependence. Pay more attention to the politics of interactions. Stop strategizing and start acting. Actively engaged with others. Allow yourself to need others.</p>
6	<p style="text-align: center;">Insight & Planning</p> <p>Sharp intellect Loyal Responsible Practical and strategic Collaborative Persevering Anticipates problems</p>	<p>Distrustful Worrying Overly compliant or overly defiant Dislikes ambiguity "Analysis of paralysis" Projects own thoughts onto others Defensive Martyring</p>	<p>Deal with authority issues. Learn to manage anxiety. Cultivate worthy adversaries. Focus on the positive and the "half-full." Practice trusting your own decisions.</p>
7	<p style="text-align: center;">Innovation & Flexibility</p> <p>Imaginative and creative Enthusiastic and upbeat Curious Engaging Multitasking Quick thinker Connects disparate information</p>	<p>Impulsive Unfocused Rebellious Avoids painful situations Inconsistent empathy for others Reactive to negative feedback Rationalizes Dislikes routine</p>	<p>Slow down. Find the truth in a criticism. Complete tasks. Fully listen. Stay focused. Identify your emotional experiences.</p>