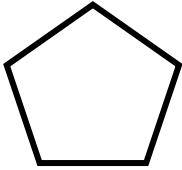
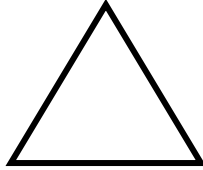
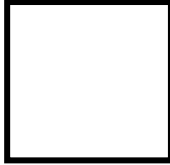
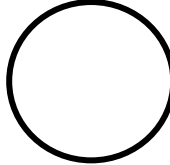


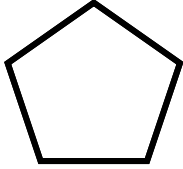
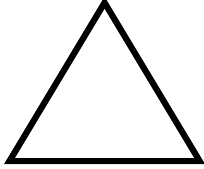
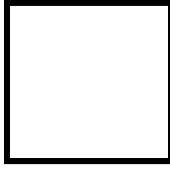
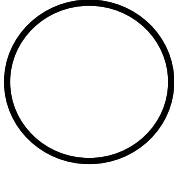
Explore your leadership style

	 DOER	 THINKER
I am often described as...	Witty, Charming, Spontaneous, Impulsive, Generous, Impactful, Optimistic, Eager, Bold, High-energy	Analytical, Conceptual, Global, Calm, Collected, Inventive, Logical, A perfectionist, Abstract, Hypothetical, Investigative
As an individual...	I act on a moment's notice I consider life a game I need fun, variety, and excitement I value skill, resourcefulness, and courage I am a natural troubleshooter and competitor I am a natural performer	I seek knowledge and understanding I live by my own standards I need explanation and answers I value intelligence, insight, fairness and justice I am a natural non-conformist I am a natural visionary and problem solver
As a leader...	I expect quick action I am performance oriented I have a flexible approach I welcome and institute change quickly I expect people to "make it fun"	I expect intelligence and competence I seek ways to improve systems I am a visionary I encourage change for improvement I expect people to follow through
When working...	I am bored with projects that are routine I am restless when things are overly structured I am satisfied when I have independence and freedom I view any kind of tool as an extension of myself	I am conceptual and independent I feel like work is play I am drawn to challenges and like to explore ideas Once I have perfected an idea, I like to move on
I frustrate others when I...	Am rude or defiant Intentionally break rules Act out	Am indecisive Refuse to cooperate or communicate Strive for perfectionism

Explore your leadership style

	 FEELER	 PLANNER
I am often described as...	Enthusiastic, Sympathetic, Warm, Communicative, Compassionate, Idealistic, Spiritual, Sincere, Peaceful, Flexible, Imaginative	Loyal, Dependable, Prepared, Thorough, Sensible, Punctual, Faithful, Stable, Organized, Caring, Concerned, Concrete
As an individual...	I need to feel unique and authentic I look for meaning and significance in life I need to contribute, encourage, and care I value integrity and unity in relationships I am a natural nurturer	I need to follow rules and respect authority I have a strong sense of what is right and wrong I need to be useful and belong I value home, family, and tradition I am a natural helper
As a leader...	I expect others to express their views I work to develop the potential in others I am individuals-oriented I expect people to grow into their potential	I expect punctuality, order and loyalty I assume there is a "right" way to do things I rarely question tradition I am rules oriented I take a long time to initiate change I expect people to fulfill their roles
When working...	I have a strong desire to influence others I am drawn to helping others I enjoy motivating and interacting with others	I provide stability and can maintain organization I have the ability to handle many details and work hard I believe that work comes before play I believe in working overtime to complete a task
I frustrate others when I...	Seek attention Lie to save face Day-dream or zone out	Complain Worry Pass judgements

Compare leadership styles

	 DOER	 THINKER	 FEELER	 PLANNER
Strengths	Courage Making anything fun Dealing with chaos	Analyzing Researching Thinking	Empathy Listening Creativity	Planning Organization Being reliable
Needs	Quick responses Freedom Visible results	Time to process Space Autonomy	Kindness Genuineness Sensitivity	Stability Consistency Order
Values	Adventure Excitement Taking risks	Facts and data Logic Detail	Family and relationships Spirituality The little things in life	Planning Loyalty Honesty
Joys	Multi-tasking Spontaneity Having fun	Finding the answers Big picture thinking High achievement	Acceptance of others Caretaking Love	Checklists Tidiness Achieving
Frustrations	Rules Deadlines Routines	Unfairness Small-talk Noise	Lack of communication Lying Rejection	Taking risks Inefficiency Procrastination
Frustrating to others	Lack of planning Ignoring rules Quick-tempered	Keeping to themselves Living in the future Not going with the flow	Lack of planning Avoiding conflict Being too sentimental	Planning for everything Needing control Working long hours