

LEADERSHIP

1 What you do well

You are good at:

- ✓ Consistently organizing team efforts and communicating clear objectives.
- ✓ Making logical decisions that benefit the group, even if more nuanced strategies could boost results.
- ✓ Managing basic team dynamics well, though fine-tuning your approach could help resolve more complex challenges.

2 Where these skills could lead you

Project Management Specialist:

In this role, you assist in coordinating projects by scheduling tasks, tracking progress, and communicating with team members. By working under experienced supervisors, you learn to set clear objectives and manage resources, which enhances your ability to lead small projects and prepare for more complex responsibilities.

Training & Development Specialist:

As a Training & Development Specialist, you help design and deliver training sessions that improve team performance. This role requires you to organize information, facilitate learning, and support colleagues in developing new skills—providing a practical stepping stone into leadership through education and mentorship.

First-Line Supervisors of Security Workers:

In this role, you manage a small team responsible for maintaining safety and enforcing policies. You develop leadership by coordinating shifts, handling routine incidents, and ensuring that protocols are followed, which helps you build confidence in managing day-to-day team challenges.

3 Try this next

- 1. Refine Your Delegation Techniques:**
Practice assigning tasks within your current projects by setting clear, measurable objectives and ensuring each team member understands their role. Experiment with different delegation styles to discover what works best for your team.
- 2. Join Intermediate Leadership Forums:**
Participate in leadership groups or clubs that focus on sharing best practices and discussing real-world challenges. Engaging with peers who face similar challenges can provide new insights and help you refine your management approach.
- 3. Participate in Targeted Management Workshops:**
Enroll in workshops that focus on specific areas such as conflict resolution, team motivation, or performance monitoring. These courses can provide you with advanced tools and techniques to further polish your leadership style.
- 4. Conduct Regular Team Debriefings:**
After completing projects or shifts, lead a brief meeting to review what went well and identify opportunities for improvement. This practice helps you develop a reflective approach to leadership and encourages continuous team development.
- 5. Solicit Specific, Timely Feedback:**
Ask your team or supervisors for focused feedback on aspects like your decision-making, communication, and conflict resolution. Use this information to set clear improvement goals and track your progress over time.

