

# Discover Your Leadership Style – And How to Succeed with Everyone

## SCENARIO

*A person comes to you expressing their frustration and worry about a task they don't think they can get completed in the designated time.*

**INSTRUCTIONS: Select the option below that most closely reflects how you think you would instinctively respond in this situation.**

### Option One

*"Ok ... what you need to do is break the task down into smaller segments and complete each segment one by one until you are done."*

**Positives** - You are a take charge kind of person and like to get things done. You are a good problem solver, confident and assertive.

**Limitations** - There are times when may be perceived as arrogant, controlling, and impatient.

### Option Two

*"Don't worry, go for a walk, breathe in some fresh air and I am confident you will come back relaxed, re-energized, and ready to finish your task."*

**Positives** - You are a high energy person, good at encouraging others, and are a creative problem solver.

**Limitations** - There are times when you may be inattentive to details, disorganized, and be distracted when listening

### Option Three

*"I am sorry you are feeling upset about getting this done. It can be so challenging, especially with everything you have going on right now. Is something I can do to help."*

**Positives** - You are warm and easy going and enjoy helping and working with others.

**Limitations** - There are times when may be indecisive, oversensitive and have difficulty establishing priorities.

### Option Four

*"Let me think about this a moment .... In order to help I would need more details as to the steps you have taken, what your end goal is and the final deadline."*

**Positives** – You like to think things through and clarify the situation before responding. You are detailed orientated, work to high standards and organized.

**Limitations** - There are times when you may be too critical and find fault easily. You may focus on the details to the degree that you miss the big picture.

### Summary

Most people have a dominant personality type, or "style," and while responding to this one scenario does not clearly define yours, it provides you with a potential self-reflection starting point.

From the style descriptors, it is obvious there is no "right" style - every approach has both positive and negative outcomes, depending on the people and situation.

However, there are three keys to your success in interacting with others:

- 1) Recognizing your natural style and approaches
- 2) Determining the other person's natural style and approaches
- 3) Adapting your approach in response to where the other person is coming from.

By taking a deeper dive into your personal strengths and inclinations, and also learning how to recognize others' styles, your interactions and outcomes are enhanced dramatically.

***For help in honing your personal skills, and being recognized an effective communicator, problem-solver, and leader, contact Silver Meridian at [info@silvermeridian.com](mailto:info@silvermeridian.com).***