



"WE don't see things as THEY are, we see them AS WE are."

# LEADERSHIP & MANAGEMENT STYLES that SUCCEED!

Needs & Values are sources of conflict!

the BEST LEADER can lead in 4 different ways!

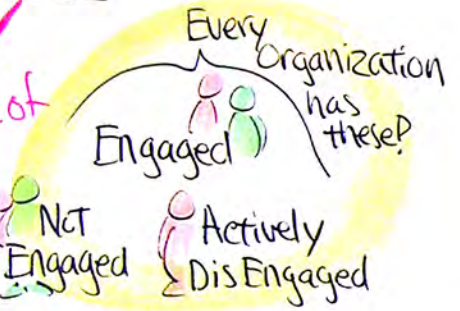
the Organized Leader OBEY them & you can TRUST them

Relationship Leaders lead with HEART and are tolerant want to keep harmony Control by persuasion

UNDERSTANDING Other People

INTENTIONAL Communication - getting the response you want?

The POWER of knowing who you really are



IDENTITY MAPPING I am:

- The Logical Way
- The Relationship Way
- The Action Way
- The Organized Way

We each have unique strengths, needs, joys & values!

give them the Bottom Line, not details

## the ACTION Way:

STRENGTHS:

- Decisive
- Enjoy Results
- Delegate Decisions
- Negotiations are Fair
- Strong Sense of Purpose
- Confident

NEEDS:

- Freedom
- Variety
- Adventure
- Excitement
- Inspirational Leadership
- Stimulation
- Worthy Causes
- Resources
- Support
- to be Trusted

- SOYS: RESULTS
- Being part of a Team
- Recognition
- Fun & Humor
- Developing others

Takes Risks  
Works Best under pressure at the last minute  
Independent  
Flexible  
Get it Done!  
Challenging

## the ORGANIZED Way:

STRENGTHS:

- Well Organized
- Dependable
- Respect Authority
- Appreciate Consistency
- Planners
- Focused

NEEDS:

- Rules
- Structure
- Organization
- Plan Ahead
- Harmony & Consistency
- Stability

Value Loyalty  
Explore all facets  
Relate well with others  
Value People  
SOYS: Good Team Members  
Being Part of Organization  
Recognition  
Planning  
Harmony  
Helping others  
PROVIDE INFORMATION BEFORE - even if you don't know

## the RELATIONSHIP Way

STRENGTHS:

- Optimistic
- Caring
- Compassionate
- Cultivate Potential
- Team Builders
- Listen & Ask Questions
- Like Consensus
- Mutual Respect
- Delegate Easily
- Sensitive to Needs

NEEDS:

- to be Engaged
- Harmony
- Respect
- Acceptance
- Affection
- to be Inspired
- Communication
- Limits
- to understand
- Empathic Relationship

Needs acceptance  
Seek Harmony  
Resolve Conflicts  
Sincere & Authentic  
High Integrity  
Flexible  
Values & SOYS: Relationship  
Family  
Creativity  
Spirituality  
Integrity  
Honesty  
Respect  
Happiness  
Harmony  
Working Together  
Commitment  
Acceptance  
Celebrating Gains & Bad  
TRUST  
TRANSPARENCY  
TEAMWORK

## the LOGICAL Way

STRENGTHS:

- Logic drives Action
- Analytical
- Calm
- Organized
- Systematic
- Strategic
- Methodical
- Visionary
- Justify
- Big Picture

NEEDS:

- ACHIEVEMENT
- POSSIBILITY
- Evidence
- Challenges
- Learning
- Creativity
- Resources
- Time
- Freedom

Relationships with purpose  
Values & SOYS: Problem Solving, Helping people, Making a Positive Contribution, Being Appreciated, Integrity, Honesty, Responsibility, Purpose, Accuracy, SHARING  
SEE WAYS OF improving things