

Leadership Strengths Profile:

While people possess unique leadership skills, they often possess clusters of similar traits that can be used to create a leadership profile. This profile can then be used to remind individuals of the way that he/she can develop effectiveness in performing leadership tasks. Such skills can impact them personally, as members of a family or as members of work and social groups.

While there are no BAD or BEST leadership styles, it is useful to know how different profiles can be used to help individuals become the best leaders they can be. Often, becoming one's best, involves also knowing what situations might present stress or discomfort that will keep the person from doing their best.

Here are explanations for strength sets that occur within each of the four profile types that are measured by this exercise.

I stands for Influencer

E stands for Energizer

C stands for Collaborator

S stands for Servant

Influencer:

Motivation: "Influencers" are "**Message or Mission Driven**". They want to get their message across and want to motivate people on the basis of the strength of what they are promoting and who they know. They are constantly selling their idea along with the reasons why this is a good idea, or even the right thing, to do.

Characteristics: The Influencer is articulate, well educated (at least well informed), using reputable sources, to back up their point of view. The Influencer appears intelligent and uses verbal or other technical skills to illustrate the value of the mission. The Influencer is focused, persistent, sometimes willful, in pressing the story that is being told. Often, the Influencer actually uses stories and examples to reinforce the group's motivation should interest in the mission wane at any point. The Influencer appears self-confident and usually knows how to network with others to help widen his/her scope of influence. Persistence and repetition are important tools for teaching others what and why things need to be done.

Generally, the Influencer gains influence through the power of a friendly, well-liked manner. The Influencer is often a cheerleader for others, encouraging them to help, noting the unique personal talents of others. The Influencer is the most persuasive type of leader who uses persuasion to create enthusiasm for the mission.

Blind spots: Influencers are very focused on their message and mission. While they often are good talkers, they need to listen to see if the message needs to be adapted in ways to make the mission succeed. Influencers, who usually know what he/she's talking about, can become too focused and firm in maintaining a directed message, often, when the message/mission has failed to launch. They need to listen to others and seek feedback as they go pursue their mission. When they take note, they often can be imaginative in finding new ways to present the idea.

Energizer:

Motivation: Energizers are motivated by **action and accomplishment**. They want to move directly from the idea to implementation with all due speed.

Characteristics: Energizers lead with their vision and passion for projects. They act on their intuition, and like to be the decision makers that get things started. They don't mind if their idea is new. They are happy pioneers who are good at creating original ways to do things. They are forward-looking at all times and are mentally tough enough to withstand criticism or the pressures of starting things from scratch. Regardless of whether they're doing something for the first time or are working in an established program, they are courageous and audacious in bucking the tide to adapt to the future or to other situations that get in the way of accomplishing goals. They will adapt what they are doing and will take risks to move things along. They are curious and will initiate new methods of operation if necessary. They are energetic, self-directed, even when they are perceived as non-conformists in making deals that will advance the pursuit of their dreams.

They accept responsibility for their decisions, admit they are fallible, but view shortcomings or failures simply as stepping stones on the road to success.

Blind spots: Energizers need to remind themselves not to get ahead of their ideas and events. Often, they want to rush by intermediate steps or do not realize the difficulties that their decisions can create for others. As they push forward, they can easily demotivate others with their zeal and over eagerness. Energizers need to regularly consult with others to measure the practical requirements of what they are doing.

Collaborator:

Motivation: Collaborators are motivated by people potential. They are driven to **empower** others. Collaborators are motivated to work with others to achieve things that are bigger and better than the things they could do alone.

Characteristics: Collaborators are friendly, approachable people who are good at discerning the talents of others. They are amiable and adaptable. They are generous in their praise and recognition of others. They are practical, driven to get people into places where they will work well to accomplish goals. They are pragmatic planners and recruiters who like to connect people who will work well together. When difficulties arise on their teams, they are conciliatory and empathetic. They believe in trusting other. They intend to reach their stated goals by putting multiple people together to work toward a common goal. To that end, they remain patient, working to boost and coach their team members to success. They are fair minded and even-handed in their approach to people, their potential and their problems. While they are empathetic, they are not pushovers. They are capable of negotiating any number of issues to successful conclusions.

Blind spots: Collaborators need to be careful that in working with teams and numbers of people that they don't confuse their messaging or goals. They need to stay "on message" and keep good, open lines of communication with their team members. They generally should consider having things in writing or available on-line for people to consult when there are doubts or the need for clarification. Also, the collaborators need to have a conscious plan for what to do with people who do not perform on the team. The collaborator needs to have a system for making the person work in a position or for "re-potting" them to a place where they might be more successful. Collaborators also need to know how to not take negative feedback personally.

Servant:

Motivation: Servants are motivated by **helping others with a job well done.** Regardless of the task or mission, the servant leader wants to help others to do work in a high quality way. There are sometimes not subtle hints of "teaching" in this leadership style.

Characteristics: Servants are paternalistic type of leader, wanting to guide or help those that follow, to take the right path, to do the right thing, and to accomplish great things. The servant leader helps by being truthful at all times by trying to remain well-balanced no matter what the situation and to complying with the rules and standards of the group. Servants are responsible and can be counted on to finish all tasks as outlined. Generally, they are technically proficient, particular, and credible. They are traditional, humble and respectful and are authentically themselves. They are strategic when approaching their work, and are resilient in times of stress. Their traditions and their orientation toward service help them to get through. They like to guide others to perfection in things they know. They make judgments about how the mission is/should be accomplished. They are proud of their standards and want others to know and share their value in accomplishing goals.

Blind spots: Servants need on their flexibility to meet the challenges of changing times and expectations. They need to help others to keep their eye on their overall vision and mission. They can be perceived as being "autocratic". As a result, servant leaders need to be learning to accept help and mentoring from others.

Summary:

Each of these Leadership Profiles reflects an approach to fulfilling the vision and completing the mission of a person, or a group. The style reflects a leadership "comfort zone", a lead style, and there is no one that is MOST effective. In fact, most people share clusters of profile qualities from more than one type. Each type can be adapted to develop excellent leadership if he/she also masters the five most important qualities of leadership. These qualities can and should be incorporated into every leadership style.

The Five Most Important Qualities of Leadership:

- Vision
- Passion
- Integrity
- Humility
- Humor