

A. Leadership Style is Related to Personality Type.

(Suggested Teaching Time: 10 minutes) [See Appendix 4A]

The four personality types each have a unique leadership style.

Four Diverse Leadership Styles ¹			4-1
<u>Type</u>	<u>Strengths</u>	<u>Weaknesses</u>	
Directing ("D")	Communicate Vision Decision-Maker	Impatient Impulsive	
Team Building ("I")	People-Oriented Gather Many People	Disorganized Lack of Detail	
Operational ("S")	Systems-Oriented Manager Skills	Lacks Perspective Lacks Leadership Vision	
Strategic ("C")	Detail-Oriented Organized	Not People-Oriented Slow Decision-Maker	

¹Adapted from *Building Effective Lay Leadership Teams* by George Barna.

Show Slide 4-1.

Use it to discuss the four leadership styles.

Refer the group to Appendix 4A for a more detailed review of the different leadership styles.

Remind the group that *Leading With Teams* presents how the diverse leadership styles can work together to form a balanced leadership team.

- The Directing Style Leader** ("D" Personality).
 - Directing Leaders excel at communicating vision.
 - Directing Leaders are good decision-makers.
 - Directing Leaders are impatient and impulsive.
- The Team Building Style Leader** ("I" Personality).
 - Team Builders are very people-oriented.
 - Team Builders gather people around a common cause.
 - Team Builders are disorganized and lack attention to detail.
- The Operational Leader** ("S" Personality).
 - Operational Leaders are very systems-oriented.
 - Operational Leaders have more management skills, as opposed to the leadership skills that the other three types of leaders tend to have.
 - Operational Leaders lack vision and leadership and try to avoid conflict.
- The Strategic Style Leader** ("C" Personality).
 - Strategic Leaders are very detail-oriented.
 - Strategic Leaders are generally very organized.
 - Strategic Leaders are not people-oriented and are slow decision makers.