

# ***LEADER READERS***

## ***Recognizing your leadership style***

It is important to recognize your main leadership style in order to better motivate and communicate with the members of your organization. Below are four different leadership styles. See if you can determine what your primary style is. There is a little of each style in all of us, but there usually is one that is more dominant than the others.

➤ **Interpersonal Style:**

- You are the sensitive peace keeper in the group.
- You show caring and concern and need to feel needed and loved.
- You want to spend quality time with those that are important to you.
- You are naturally creative, but need the opportunities to show this skill.
- You are supportive and reassuring – if you talk openly then it equals trust to you.
- You encourage expression in a group and want everyone to be heard. You will not commonly express your own feeling for fear of hurting someone else's feelings.
- You are always willing to cooperate and compromise and always looking for the middle ground in a conflict, sometimes to your disadvantage.

➤ **Structural Style:**

- You are responsible and accountable and love order.
- You plan ahead and are punctual and are frustrated by people who are not organized.
- You enjoy praise for your achievements and are usually high-achievers who are driven to excel. You need reassurance that your efforts are not in vain.
- You have a high work ethic and can focus on a task.
- You want clearly defined expectations and are open and honest with your committee about what you expect.
- You are trustworthy and realizable and expect that out of your organization members.

**Leader Readers are a service of the Center for Student Development (CSD), created to support student organization success at Texas Woman's University. For more information, please contact the CSD at (940) 898-3626 or visit us on the first floor of the Student Center, 116.**

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- Cognitive Style:
  - You are the big picture thinkers.
  - You listen to ideas and want others to take the time to listen to yours.
  - You do not want your personal space to be invaded. You are more apt to have a private place where you will go to reflect and create.
  - You think ahead of the future and do not make snap decisions.
  - You want to be provided with mental challenges and love to solve intricate mysteries.
  - You generally do not like to work with a group.
  - You want your need for competence and perfection to be supported.
  - You are very hard on yourself and that sometimes transfers to your committee members.
  - You want to have your independence acknowledged and you in turn respect others independence.
  
- Behavioral Style:
  - You are action oriented and value adventure and courage.
  - You are a talented and skillful person.
  - You are optimistic and cheerful, dwelling on positive, light-hearted encouragement.
  - You do not like your freedom to be limited and often you can not be contained.
  - You appreciate a sense of humor and have a playful disposition.
  - You are competitive and are a good sport- you want to play the game with gusto and energy.
  - You are spontaneous and like doing things without forethought or planning. You like to live on your impulses.
  - You make quick, but often correct decisions.
  - You crave variety and adventure and bring that to an organization and committee.
  - You are the center of attention and are usually the spokesperson for the group.

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