

Transforming Leadership



*Maximize Your Influence and
Be Successful No Matter What You Do!*

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By understanding those we lead, we can motivate, inspire, and accomplish great things! Here's some tips:

HIGH TYPE	COMMANDER	COACH	COUNSELOR	CONDUCTOR
Emphasize	Opportunities/Results	People/Fun	Support/Community	Details/Facts
Act	Be Direct and to the Point!	Persuasive and Friendly	Personable and Patient	Logical and Consistent
Key to Motivating Them	Challenge Them!	Praise Them Often!	Create Routines	Don't Rush Them
May Be Perceived By Others As	Fast-Paced Impatient Pushy	Fast-Paced Disorganized Talkative	Slower-Paced Unresponsive Weak	Slower-Paced Inflexible Critical
Need	Challenges Dominance	Recognition Interaction	Appreciation Support	Structure Correctness
Fears	Being Taken Advantage Of	Loss of Social Recognition	Confrontation or Change	Irrational Acts and Antagonism
Stress Reaction	Open Hostility	Irrational Emotional Expression of Feelings	Shut Down and Withdraw	Retreat Colder
LEAD BY	Allowing Them To Own It	Creating Short-Term Fun Goals	Communicating Often and Providing Support	Minimizing Emotions and Sticking to Facts