

## Understanding Your Community Leadership Style

The full version of "Understanding Your Community Leadership Style" can be found at <http://www.campusforcommunities.com/tools/facilitative-tools/item/community-leadership-style-assessment-tool>.

It is a copyright-free tool designed to help you better understand, not only your own approach to work and interpersonal relationships, but also those of others.

Ideally the full version would be used, however this handout provides a quick and easy exercise for how it can be used in a group setting when there isn't a great deal of time.

Divide the floor space into four quadrants (think of these as matching the diagram below).

	PEOPLE-FOCUSED	TASK-FOCUSED
EXTRAVERTED	ENERGIZER	ORGANIZER
INTROVERTED	NURTURER	RESEARCHER

### SELECTING YOUR LEADERSHIP STYLE



Provide the following explanations and ask participants to place themselves in the one they think best describes their own leadership style.

*Imagine that a generous donor bought and donated two portable basketball stands for your after school program. The boxes have been shipped to the office and a number of your colleagues and friends have offered to help you assemble them.*

***You open it up and . . .***

*1. You pull all the pieces out at once and get really excited about what you could do with these pieces and the difference it is going to make. Your **enthusiasm** is contagious and everyone dives in even though the direction is not immediately clear to everyone. If that's you, stand in the top left quadrant (**ENERGIZER**)*

*2. You search first for the instructions. You carefully remove everything from the box and lay the parts by type on the floor around you. You follow the **instructions** carefully. You are happy to do this on your own, but if you*

are working with someone, you'd prefer they be as methodical as you. If that's you, stand in the lower right quadrant. **(RESEARCHER)**

3. You search first for the instruction sheet. Then you get your colleagues **organized** – maybe assigning each a part of the project, maybe even setting up an assembly line. If that's you, stand in the upper right quadrant. **(ORGANIZER)**

4. You peer inside the box and say to your friends, "I don't understand how this works – but if it helps, I'll go get the coffee." While you realize you're not much good at building things, you want everyone to have fun while they're **working together**. No fights, please! **(NURTURER)**

## DIALOGUE ABOUT THE DIFFERENCES

Use the talking points below with the entire group to discuss and better understand the four leadership styles. Consider asking them where they see the greatest potential for synergy as well as conflict.

- Understanding these different leadership styles will also help you understand the tensions that typically surface in a group.
- For example, to the **RESEARCHER** and the **ORGANIZER**, the **ENERGIZER** may appear disorganized and easily distracted bringing chaos to the project; to the **ENERGIZER**, the **RESEARCHER** takes the fun out of the project. To the **NURTURER**, the **ORGANIZER** seems bossy, sometimes hurting people's feelings to get the job done. To the **ORGANIZER**, it's nice that the **NURTURER** is making coffee and giving people a pat on the back, but the Nurturer hasn't lifted a screwdriver all afternoon.
- Although the **ENERGIZER** is an extravert/public and the **NURTURER** is introverted/private, both place a priority on people and will therefore often be aligned in their thinking.
- The **NURTURER** and the **RESEARCHER** are content to work in a low-key way one-on-one setting or in the background (both are private, more introverted and focused on tasks).
- The **RESEARCHER** and the **ORGANIZER** are both focused on getting the job done (both are goal or task-focused) although the **RESEARCHER** is more private and the **ORGANIZER** more outgoing or extroverted.
- Although they are both extroverted or publicly focused, the **ORGANIZER** and the **ENERGIZER** often provide the greatest conflict in a group. This is largely due to the **ORGANIZER** being focused on goals or tasks and the **ENERGIZER** placing the priority on the people involved.

## GO DEEPER

Time permitting, facilitate an even deeper understanding of the leadership styles by asking each group to answer questions such as the examples below or design your own:

1. What words describe your greatest strengths?
2. What words describe your greatest challenges?
3. Describe the elements of your ideal position?
4. What motivates you?
5. How do you prefer to be recognized?
6. Describe your ideal supervisor.