

Leadership Styles and Values



INTRO:

Who are we?

Why is this topic so important?





Introvert & Extrovert





Introvert & Extrovert

Myers Briggs

Introvert

- I am seen as "reflective" or "reserved."
- I feel comfortable being alone and like things I can do on my own.
- I prefer to know just a few people well.
- I sometimes spend too much time reflecting and don't move into action quickly enough.
- I sometimes forget to check with the outside world to see if my ideas really fit the experience

Extrovert

- I am seen as "outgoing" or as a "people person."
- I feel comfortable in groups and like working in them.
- I have a wide range of friends and know lots of people.
- I sometimes jump too quickly into an activity and don't allow enough time to think it over.
- Before I start a project, I sometimes forget to stop and get clear on what I want to do and why.

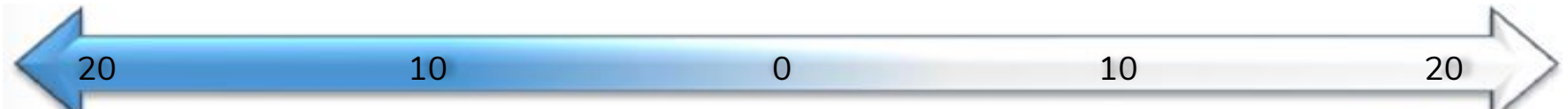


Activity

	Column "A"	Column "B"
1	I prefer one-on-one conversations.	I prefer group activities.
2	I often prefer to express myself in writing.	I often prefer to express myself verbally.
3	I enjoy solitude.	I get bored easily when people aren't around.
4	I seem to care about wealth, fame, and status less than my peers.	I seem to care about wealth, fame, and status about the same or more than my peers.

1. Page 1
2. Put a check next to the statement that applies to you more
3. Add them up at the end

20	In classroom situations, I prefer lectures to seminars.	I prefer seminars and back and forth conversations to lectures.
	← Total Checks for Column A Circle that number on the BLUE side	← Total Checks for Column B Circle this number on the WHITE side





Breakout Room Discussion

Breakout rooms of 5; 5-8 minutes

- Did you know whether you were an introvert or extrovert before?
 - Did this activity change or confirm your thinking?
- Was it easy to figure out which column to check?
- Were there any particular rows that stood out to you?

Group Discussion



The background is a solid orange color. In the top-left corner, there are three vertical bars of varying heights, each composed of several overlapping semi-transparent orange circles. In the bottom-right corner, there are four vertical bars of increasing height from left to right, each also composed of several overlapping semi-transparent orange circles.

Leadership **STYLES**

Worksheet Activity

Never	Rarely	Sometimes	Often	Mostly	Always	Never	Rarely	Sometimes	Often	Mostly	Always
0	1	2	3	4	5	0	1	2	3	4	5
I thrive on new challenges.						I like on action and adventure. I like change and variety.					
I am not afraid to make difficult decisions when others cannot.						I rarely plan ahead. I prefer to be spontaneous and plan things as I go.					
I set high standards for myself and for those around me.						I generally trust people person and am optimistic.					
I am good at finding ways to solve problems. I get things done.						Connecting with others is important in my life.					
I naturally like to take risks. I like to work at a fast pace.						I like to think creatively... "outside of the box".					
I am competitive by nature. I go "all-out" to win.						I am competitive by nature. I am not afraid of the spotlight.					
I will likely speak up and give my opinion when asked.						I am people oriented.					
I like to think with "my head" and not as much as with "my heart".						I enjoy having fun. I have a good sense of humor (like to be funny).					
Logic and facts are more important than feelings.						I am a flexible person and like to try new things.					
Total GREEN Score: —						Total RED Score: —					
I want to be valued for being responsible, hardworking, and dedicated.						Relationships with others are very important in my life.					
I respect authority and follow the rules. It's important to do the job.						I care about others' feelings and want them to care about mine.					
I am a practical and logical person. Facts are more important than feelings.						I like to feel secure and go at a moderate pace. I do not like change for the sake of change.					
I like to spend time analyzing facts and data so I can get the right answer.						When people get along & agree, I am more productive and happier in life.					
I have a strong need for security and knowing what to expect.						I need to feel important and significant to those I care about.					
It is important to get the exact answer before moving forward.						I often struggle to say "no" to other people.					
I've been known to ask a lot of clarifying questions.						I am very caring and friendly in my behavior.					
I usually plan ahead.						I like to know what is going to happen.					
I want to help others be the best they can be.											
Total YELLOW Score: —						Total BLUE Score: —					

- ➔ 0 never, 5 always
- ➔ Write the score that applies to you
- ➔ Add up the total for each color at the end
- ➔ Add the corresponding letter to your name
- ◆ Ex. C - Jivana Nagpal





DISC Explanation

(D) DOMINANCE / EXECUTING	(I) INFLUENCING	(S) STEADINESS / RELATIONSHIP BUILDING	(C) CONSCIENTIOUS / STRATEGIC THINKING
<ul style="list-style-type: none">? Achiever? Belief? Commanding? Deliberative? Discipline? Focus? Responsibility? Restorative? Takes Charge	<ul style="list-style-type: none">? Activator? Commands? Attention? Communication? Competition/Fun? Optimist? Outgoing? Self-Assurance? Significance? Persuasive	<ul style="list-style-type: none">? Adaptability? Developer? Connectedness? Empathy? Harmony? Inclusion? Loyal? Positivity? Relator	<ul style="list-style-type: none">? Analytical? Consistency? Context? Future-Thinking? Input/Data Gatherer? Intellectual? Learner? Logical? Strategic

Spirit Animals

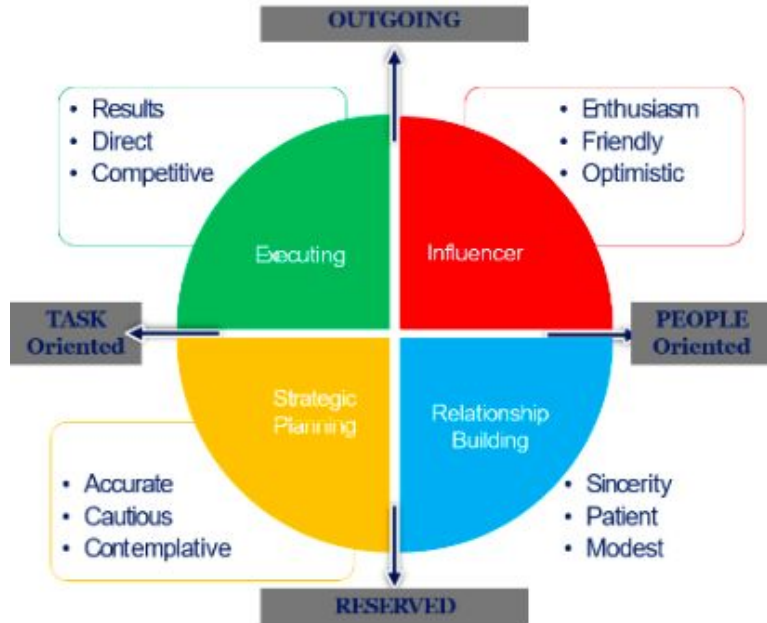
D- Lion

I- Dolphin

S- Golden Retriever

C- Beaver

DISC Explanation



Road Trip! Who is more likely to

...

- . demand to drive
- . might speed
- . avoid rest stops
- . arrive quickly
- . make tough decisions

- . brings the map
- . plan out pitstops
- . follow the planned route
- . packs everything on the list



- ... might speed
- ... bring music, energy and fun
- ... be talkative
- ... impromptu detour
- ... convince people to go

- ... comes prepared
- ... brings snacks
- ... prefers a familiar route



Breakout Room Discussion

4 breakout rooms divided by letter, 10 minutes

- How do you think that this helps to explain your past actions and experiences?
- As a group, what do you think your strengths and weaknesses are?
- How do you think that these different groups might interact?
- What do you think is your coach's leadership style?

Consider how each style would react in these scenarios:

1. Given an award in front of a large crowd
2. Being rushed to make a decision without a lot of information
3. Disagreement in a group project

Group Discussion





Personal VALUES

How it affects your leadership style





Outside vs. Inside

- Who you are on the “OUTSIDE”
 - Behavior
 - Competence

- Who you are on the “INSIDE”
 - Values
 - Character



Defining Values activity

- **Page 4 of workbook**
- Check all values that are important to you
- Narrow down to top 12
- Narrow down to top 5
- Add your **top value** to your name
- Identify your **“bottom” 3 values**



Breakout Room discussion

Breakout rooms of 5; 5 minutes

- What is your top value, and why?
- What are your bottom values, and why?
- Why do you think that understanding other people's values is important and affects our interactions with them?



Behavior activity

Behaviors		
Things I Always Do:	Things I Never Do:	Things I Should Do:
<input type="checkbox"/> Make my bed	<input type="checkbox"/> Fold my laundry	<input type="checkbox"/> Eat healthier
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EXAMPLE



Breakout room discussion

Breakout rooms of 5; 10 minutes

- Where are your behaviors and values aligned?
- Where are the inconsistencies with your behaviors and values?
- How can you change your behaviors to reflect your values?

Group Discussion





Summary & Final Questions

