

Session 2: Model Overview

Introduction to the Situational Leadership® Model

Task Behavior

is the extent to which a leader engages in defining roles, structuring activity and providing the what, where, when, how and, if more than one person is involved, who is to do what for a particular task.

Relationship Behavior

is the extent to which a leader engages in two-way communication, facilitates interaction and actively listens.

Step 1: Identify the Specific Task

It is critical that the leader and the performer achieve a common understanding of the task. This occurs when the leader and individual have the same picture of performance in their heads.



Overall

Job, Role or Title



Major

Performance Area,
Objective or Goal



Detailed

Activity or Task

When assessing Performance Readiness® and matching the leader response, it is critical to have a specific task in mind.

1. Identify your job, role or title.

2. List three performance objectives or goals that are part of your job.

3. Choose one objective and list three to five activities or tasks that are part of it. (Use one of the objectives you just wrote for #2 above.)

Activity: Identify the Specific Task

DIRECTIONS

- ☐ Identify one task for a person whom you influence. This could be a direct report or another person you influence. Give this task careful consideration as it will be used throughout the program. Some examples of task types that you might choose include:
 - A task where there is room for continuing performance improvement by the individual
 - A task where there has been some regression in performance
 - A task for which there has been no performance movement in either direction in a while
 - A task that you anticipate being assigned in the near future for which you need good results
- ☐ Be prepared to share results.

Step 1: Identify the Specific Task

Who is, or will be, completing this task?

The task identified is:

Notes
