

Session 5: Leadership Styles

Step 3: Match and Communicate Leader Response

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.

- Goal setting
- Organizing
- Establishing timelines
- Directing
- Controlling outcomes
- One-way communication
- Setting priorities

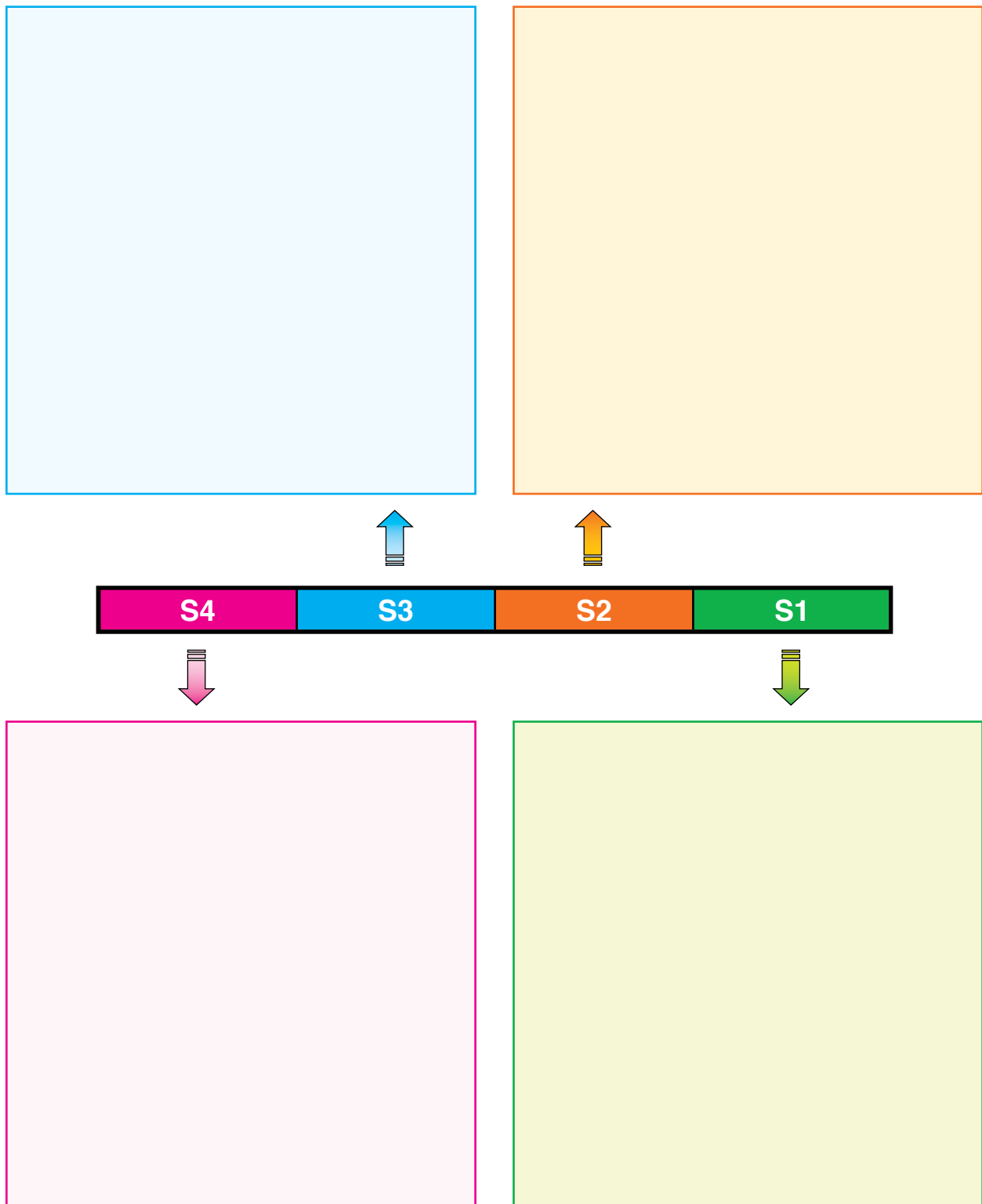
Relationship Behavior

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

- Giving support
- Facilitating interactions
- Active listening
- Feedback
- Two-way communication
- Praising
- Involving

Using the Leadership Styles

Leadership Style Indicators



Step 3: Match and Communicate Leader Response

Underleading and Overleading

Activity: Match/Mismatch

DIRECTIONS

- ☐ Watch the videos.
- ☐ Be prepared to discuss whether the leadership style was a match or mismatch.

Video 1 Notes

Activity: Match/Mismatch

Video 2 Notes

Video 3 Notes

Activity: Matching Styles

DIRECTIONS

- ☐ Use the task identified previously from Activity: Identify the Specific Task.
- ☐ Identify the appropriate leadership style that matches the Performance Readiness® Level for the task.
- ☐ Be prepared to share results.

Step 1: Identify the specific task.

Step 2: Assess current Performance Readiness®.

Use the same Performance Readiness® Level you identified in the activity, Assessing Performance Readiness®, on page 3 of the Session 4 Handout. (Circle the correct one.)

R4 R3 R2 R1

Step 3: Match and communicate leader response.

Which leadership style should you use for this task? (Circle the correct one.)

S4 S3 S2 S1

Given your selected leadership style, what ideas do you have about what and how you would communicate to the person in this situation? (Ask yourself: What would I say? How would I say it?)

Leadership Effectiveness & Adaptability

Description (LEAD) Results

Primary Style

is the style or styles that you see yourself using *most frequently* (i.e., the highest number of response totals in any of the four leadership quadrants).

Secondary Style

is the style or styles that you see yourself using with *some frequency* (i.e., the next highest number of response totals in any of the four leadership quadrants).

Leadership Style Adaptability

is the degree to which you are able to vary your style *appropriately* to the Performance Readiness® Level of an individual in a specific situation.

Given your primary and secondary styles, what will you need to do to ensure you use the right leadership style for a specific task in a specific situation?

Given your scores for style adaptability, what are the implications for your leadership effectiveness?

What might you need to do differently given your feedback results? Who can assist you with this process?
