What Sort of Leader Are You?

Answer the following six questions, selecting your most likely response – A, B, C, or D. Tally your results and consider the descriptions of preferred leadership styles that follow the questionnaire.

You are asked to lead a programme of change. Do you prefer to…

A) Write an all-conquering plan?
B) Phone everyone you know?
C) Worry about how it will affect colleagues?
D) Set aside some time to analyse the situation?

Your new team is demotivated and has lost direction. Do you prefer to…

A) Sit down with them to work out new responsibilities?
B) Take them to the pub to discuss the problem?
C) Talk through the situation with individuals, one-to-one?
D) Study last year’s team performance reports?

You are asked to coach a junior colleague. Do you…

A) Tell them how to get to the top?
B) Phone them frequently to encourage them?
C) Listen to their experiences and be supportive?
D) Wonder whether coaching has any real value?

The company is sending its leaders on a spiritual retreat. Do you…

A) Go along for the brownie points?
B) Go along to catch up with everyone?
C) Look forward to getting to know colleagues better?
D) Enjoy the peace and time for deep reflection?
You are asked to oversee the reorganisation of the department. Do you...

A) Set a plan with clear goals and deadlines?
B) Suggest lots of examples and stories about how it could be done?
C) Ask for suggestions for improvement from the staff?
D) Carefully plan a detailed, staged transition, considering all the legalities?

You are sure that your “big” idea will make the company more successful, but the board does not agree. Do you...

A) Stick to your guns and directly tackle their objections?
B) Lobby all their close associates and persuade them to support you?
C) Wait because it is more important to have good relationships with them?
D) Gather the facts and be persistent?

What sort of leader are you? Your leadership style will have one of four “colour energies” as its primary influence. It is not the only influence – we are all unique – but it will be the most obvious factor in your approach and the one you are most likely to revert to when under pressure.

**Mostly A’s**

You prefer a “**Fiery Red**” colour energy approach, direct and focused on achieving results. A natural organiser, you love planning and setting milestones, and you revel in the sense of achievement at the end. Your ideal world is likely to be that of possibilities attained. You could well seek high quality and may have a robust and outgoing personality. However, when the going gets tough you may get impatient with colleagues who you feel are spending too much time worrying about their colleagues and are slowing things down. If you wish to do some personal development, you might want to do some serious listening, both to your colleagues and your own internal voice.

**Mostly B’s**

Your leadership approach is primarily influenced by “**Sunshine Yellow**” colour energy. You are out-going and persuasive, and love to gather people round a common cause – and to have fun while you do it. You may have an inner tough streak that helps you focus those around you on the task in hand, or you may prefer to encourage your colleagues towards the common goal. You love colourful visual communications, but may struggle to focus if you have to deal with a lot of detail and facts, with the risk of missing important information. To extend your skills, you might want to re-visit one of your projects and ask yourself, “is this really as good as it could be?” Look dispassionately at the detail and whether it really meets its objectives or just looks that way.
**Mostly C’s**

Your preferred style of leadership is oriented around “Earth Green” colour energy. Your priority is looking after and nurturing the people you lead, helping them to be the best they can be. You have and protect a high value-based self worth. You are an excellent team-builder because you like to get to know people in depth. Your personal style may be quietly outgoing or perhaps even reserved. In times of change, you may feel angry and powerless that you are being forced to choose between people and business goals. To extend your gifts as a leader, you may want to spend more time implementing your vision for your team after working out practical steps for achieving the goal.

**Mostly D’s**

Your leadership style is predominantly influenced by “Cool Blue” colour energy. You are seen as something of an intellectual and are a good planner and organiser. With a calm and detailed approach, you ensure the delivery of a complete solution to any challenge. You may tend towards perfectionism and drive for excellence long after everyone else has given up. You may be careful to consider the thoughts of your colleagues in your planning, but slower to implement them. Under pressure, you probably rely on the finer detail in your planning, finding it hard to reach decisions, which can result in delays. To develop your leadership skills, let go of the minutiae and don’t automatically reject others’ ideas that may appear at first to be unworkable.

**Take a second look – Which Insights® colour energy are you?**

Consider the Insights® model depicted here. Do all these descriptors sound more like you, or are you particularly like one or two of the colour energies? Perhaps having read these adjectives you really can identify a mix of one or two that give a better understanding of you.

How does the results of looking at these Insights® colour energy descriptors compare with your answers and results from the Leadership questionnaire? Are they similar or different?
As individuals, and as leaders, each of us has all four Insights-Jungian colour energies within us –

**Cool Blue** – organising and planning

**Earth Green** – valuing self and nurturing our capabilities

**Sunshine Yellow** – inspiring others

**Fiery Red** – achieving results

Insights Inspirational Leadership is about incorporating all four colour energies into our leadership of self and others. It is about working internally within the groups we lead to organise and enhance our capabilities, and at the same time, working externally with others to produce our desired results. It is about balancing “our tasks” – doing the work to achieve the results we seek, – and “our relationships with people” – being the authentic person we are.

The Insights Inspirational Leadership program is a modular leadership development program consisting of 8 segments –

**Leading Change** – managing personal and organisational transitions

**Creating an Inspirational Vision** – creating personal and collective purpose

**Inspiring and Motivating Others** – understanding and growing your leadership style

**Fostering Teamwork** – creating high performance teams

**Leader as Coach; Leader as Mentor** – becoming an effective coach and mentor

**The Inner Spirit of Leadership** – connecting with your beliefs, values, and inner gifts; personal growth and development

**Organising for Leadership** – time and life management; understanding your organisation

**Leading to Succeed** – exploring key leadership traits and beliefs; developing and applying “beliefs of excellence”
Each segment consists of pre-work, diagnostics, and a combination of online e-learning and interactive classroom sessions.

For more information about Insights Inspirational Leadership, contact your Insights Associate.

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