

## Quick Tips

### Assessing Your Leadership Style



Dwight Eisenhower is famously quoted as saying “leadership is the art of getting someone else to do something you want done because he wants to do it.” What does this statement tell us about effective leaders? Effective leaders:

- Get results by inspiring and empowering others.
- Create passionate buy-in to a well-defined mission.
- Ensure others clearly understand the benefits and consequences of actions in support of organizational goals.

So how can you become an effective leader? By making earning trust and effective communications – the two most important factors for developing other leaders – a top priority.

### Measuring Up: What’s Your Leadership Philosophy?

Your answers to the below questions will help you better understand your approach to leadership development. Place a check mark next to items that accurately describe your personal view:

- 1) I believe that most people care more about themselves and getting their own needs met than anything else.
- 2) I believe that disagreements that arise during any interaction should be welcomed as an opportunity to find out more about a person’s needs and views.
- 3) I believe that I need to take the lead in business interactions.
- 4) If I don’t push people in the right direction they may never get there.
- 5) I believe the job of a leader is not to overcome problems but to resolve them.
- 6) I try to stay open minded and optimistic no matter how difficult the other person is.
- 7) I believe that being in charge is a tough job and it’s not for everyone.
- 8) When I’m charged with a business objective, I do whatever it takes to get results.
- 9) Only the strong survive.
- 10) I believe that when a person is headed in the wrong direction, once I have listened to his or her viewpoint, I have an obligation to speak my mind and I’m not afraid to do so.

The even numbers best describe the philosophy of the most effective leaders who are not lost in their egos. They prioritize the needs of the organization and the people who comprise it, are they emphasize the balance of productivity and morale, since one without the other will not achieve robust results.