



THE SOURCE

"Quick Tips- How Does Your Leadership Style Measure up?"

by [Jim Carbonaro](#)

What is your definition of leadership? Your answer to this question will often determine your approach to leadership development within your organization. There are 2 critical keys to effective, sustainable leadership:

- 1) **The ability to win trust**
- 2) **The ability to be an effective, open communicator**

Developing leaders depends on selecting people who have the potential to do both of these things effectively.

The strongest leaders are not lost in their egos. They prioritize the needs of the organization and the people who comprise it. They emphasize the balance of productivity and morale, since one without the other will not achieve robust results. It's not enough just to be nice. There are those who believe that if everyone is happy everything else will follow. Effective leadership requires a responsive approach that is simultaneously results oriented. Trust and open communication are the two "key ingredients" to discovering that optimal balance.

Check your personal views to determine how closely you agree with the definition of leadership offered above:

Place a check mark next to any item that describes your personal view accurately:

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. If I don't push people in the right direction they may never get there.
4. I believe the job of a leader is not to overcome problems but to resolve them. I try to stay open minded and optimistic no matter how difficult the other person is.
5. I believe that being in charge is a tough job and it's not for everyone. When I'm

charged with a business objective, I do whatever it takes to get results. Only the strong survive.

6. 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.

Where are your check marks? The even numbers best describe the Leadership equation stated above. Think about the most effective leader you have ever had. Did s/he lead through trust or fear? How did it make you feel? What impact did it have on your performance?

Leadership is the ability to get people to do what needs to be done because they want to...not because they are afraid of the consequences.