

LEADERSHIP STYLE QUICK DIAGNOSTIC

What is your natural leadership style? By examining the following leadership characteristics, you can quickly assess your dominant leadership style.

	Builders & Growers	Visionaries & Creators	Revitalisers & Integrators	Productivity Managers
Shared Values	Performance <input type="checkbox"/> Logic <input type="checkbox"/> Competition <input type="checkbox"/>	Innovation <input type="checkbox"/> Individualism <input type="checkbox"/> Change <input type="checkbox"/>	Cohesion <input type="checkbox"/> Harmony <input type="checkbox"/> Compassion <input type="checkbox"/>	Tradition <input type="checkbox"/> Control <input type="checkbox"/> Caution <input type="checkbox"/>
Behaviours	High energy <input type="checkbox"/> Forceful <input type="checkbox"/> Getting things done <input type="checkbox"/>	Impulsive <input type="checkbox"/> Visionary <input type="checkbox"/> Animated <input type="checkbox"/>	Sensitive <input type="checkbox"/> Collegiality <input type="checkbox"/> Conflict avoiding <input type="checkbox"/>	Deliberate <input type="checkbox"/> Directive <input type="checkbox"/> Perfectionist <input type="checkbox"/>
Support	Objectives <input type="checkbox"/>	Inspiration <input type="checkbox"/>	Consensus <input type="checkbox"/>	Structure <input type="checkbox"/>
Aptitudes	Desire to achieve <input type="checkbox"/> Goal directed <input type="checkbox"/> Likes facts <input type="checkbox"/>	Desire for change <input type="checkbox"/> Future orientated <input type="checkbox"/> Likes concepts <input type="checkbox"/>	Desires community <input type="checkbox"/> Inclusion <input type="checkbox"/> Likes people <input type="checkbox"/>	Desires stability <input type="checkbox"/> Systematic <input type="checkbox"/> Likes detail <input type="checkbox"/>
Skills	Pragmatic <input type="checkbox"/> Logical <input type="checkbox"/>	Creative thinking <input type="checkbox"/> Communication <input type="checkbox"/>	Team building <input type="checkbox"/> Mediation <input type="checkbox"/>	Coordination <input type="checkbox"/> Systems & Methods <input type="checkbox"/>
Total score	Fast Response <input type="checkbox"/>	Imaginative <input type="checkbox"/>	Take Time <input type="checkbox"/>	Structured <input type="checkbox"/>

Instructions.

- Think about how you behave and act at work.
- Review each cell of the matrix and instinctively tick the check box that is your **most preferred** way of being
- Count the number of ticks in each column. The total of F+I+T+S should be 12
- The largest score is your dominant style i.e. your primary preference.
- You may have a secondary preference
- Valid combinations are:
 - F, I, T, S
 - FI, IT, TS, SF
 - Fi, If, It, Ti, Ts, St, Sf, Fs

For a detailed explanation and understanding of leadership styles and the FITS Framework, buy the Strategic Fit Leadership Module.