



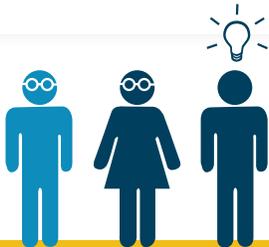
What Type of Leader Are You?

Leaders come in many sizes and shapes and don't always fit the "tough-guy" stereotype. Every leader is hard-wired at his/her foundation to be a specific kind of leader, and that's where you need to start when you select candidates for leadership development. But, more importantly, what type of leader are you? By identifying your leadership style, you'll better understand how to assist in developing someone else, what assumptions you bring to the process and where your development skills will produce the best results. Here are several key leadership types – which one are you?



NATURAL LEADER

- Deep conviction about goals
- Determination to execute plans
- Will challenge and change
- Knows when to take risks
- Creates a following naturally
- Sees the big picture and uses context for leadership
- Natural deal maker/rain maker



TECHNICAL/SKILL LEADER

- Leadership is driven by knowledge
- Excels in niche innovation
- Rigorous dedication to the work
- Excellent follow-through



COMMUNITY LEADER

- Navigates easily through group and peer dynamics
- Understands complex connections and agendas
- Values human capital above all else
- Dedicated to progress for all



PEER LEADER

- Draws those who are similar with a clear agenda
- Natural leader but may not be developed
- Driven by age and ambition
- Over time, may develop the "Imposter Syndrome"



INFLUENTIAL LEADER

- Behind the scenes leader who is sought out for his opinion
- Prefers to control from "behind the curtain"
- Can be the invisible force to make or break a deal
- Generally brilliant, but not hard-wired to lead from the front