

Leadership

Developing teams that enjoy
getting things done!

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What do you want?

- To get things done – properly
 - Effective employees
 - Happy Employees
 - Cooperative Teams
 - New ideas



Leadership

The key to getting what you want

Who here is a leader?

Leadership = Influence

The greatest capacity we
possess as human beings is our
ability to influence behavior
Joseph Grenny, "Influencers"



Servant Leadership

**The capacity to influence
others by unleashing their
power and potential to
impact the greater good**

Ken Blanchard



Leaders Job

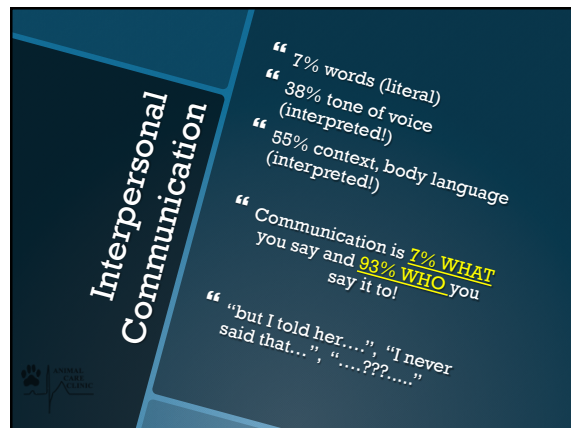
- Set Vision enthusiastically
- Pull the potential from your team
 - Hire the right people
 - Empower & support them
 - Collaborate for results



Leaders....

*Be willing to see YOU are the
source of many, if not most, of
your team problems.*

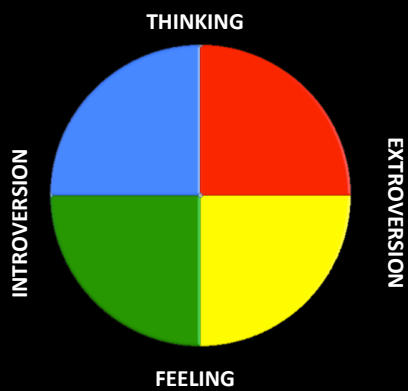




Who's On Your Team?



Risk Taker	Cautious	Systematic
Patient	Decisive	Enthusiastic
Calm	Exacting	Expressive
Accurate	Aggressive	Charming
Logical	Pioneering	Social
Conscientious	Forceful	Optimistic
Good listener	Demanding	Neat
Consistent	Outgoing	Talkative
Persistent	Assertive	Magnetic
Critical	Direct	Correct
Relaxed	Ambitious	Demonstrative
Factual	Rule Follower	Warm
Gregarious	Tactful	Convincing
Predictable	Determined	Precise
Analytical	Overcomer	Trusting
Steady	Initiator	Observant
Thoughtful	Persuasive	Reflective
Detailed	Linear Thinker	Bold
Likes stability	Diplomatic	Formal
High standards	Open	Competitive
Likes challenge	Careful	Accommodating
Problem solver	Influential	Considerate
Self confident	Reserved	Quiet
		Objective



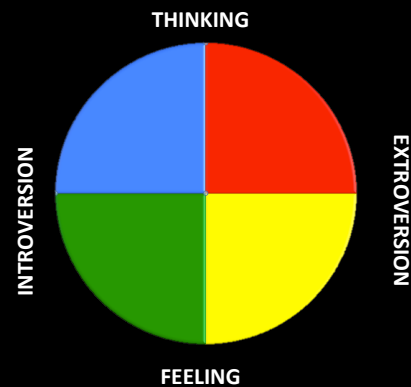
Attitude – Expressing our Energies

Introversion		Extroversion	
• Quiet	• Cautious	• Talkative	• Bold
• Observant	• Reflective	• Involved	• Action
• Thoughtful	• Depth	• Gregarious	• Breadth
• Intimate	• Inward Focus	• Flamboyant	• Outward Focus
• Reserved		• Outspoken	



Rational Function: How we decide

Thinking	Feeling
• Focus on task	• Focus on relationship
• Formal	• Informal
• Detached	• Considerate
• Competitive	• Caring
• Impersonal	• Personal
• Objective	• Involved
• Correct	• Accommodating




Extroverted, risk-takers

Red

- * Results and action oriented, energetic, bold & concerned with tasks.
- * Takes charge, makes quick decisions, and tends to not give up
- * Is sure of their own viewpoint, wants to create change & trusts personal experience
- * Is direct and sometimes blunt

Yellow

- * People oriented, friendly, sensitive, emotionally aware & concerned with others.
- * Enjoys social interaction, makes "gut" decisions & moves away from conflict.
- * Trusts others, likes variety and wants harmony.
- * Animated, lively, expressive.




Introverted, risk-assessors

Green

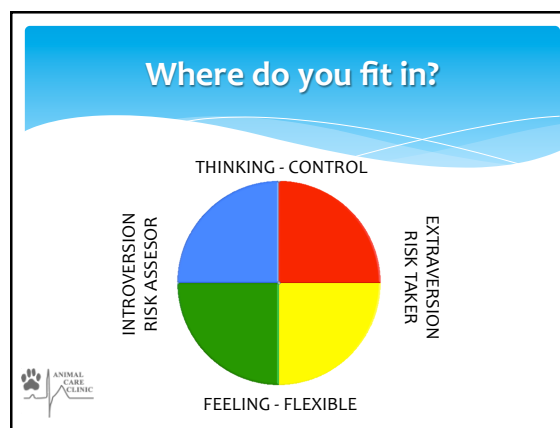
- * Quiet, consistent, service-oriented & concerned with people.
- * Prefers routine, slower decisions that allow time to understand.
- * Trusts others & wants a steady work environment.
- * Quiet, relaxed, attentive

Blue

- * Formal, logical, precise, process-oriented.
- * Prefers systematic approaches and slower decisions that allow time to consider alternatives & consequences.
- * Trusts in self. Prefers formal policies.
- * Diplomatic, aloof, distant



	RED	YELLOW	GREEN	BLUE
Strengths...	High Ego Take initiative	Enthusiasm & support	Implementation Follow-through	Thorough & logical
Annoy Others by...	Losing patience	Disorganization	Possessiveness	Needing too many explanations
Seen as...	Catalyst for change	People Oriented	Team Player	Sensitive & diplomatic
Fear...	Being taken advantage of	Loss of social approval	Loss of stability, Change	Criticism of work
Naturally...	Looks for challenges	Trusts the World	Needs to know what & why	Seeks accuracy




Red = direct/dominant/driving

- * Results Oriented
- * Delegate often
- * Network
- * Competitive
- * Problem Solver
- * Take Charge
- * Self confident
- * Overcomer




- * Ambitious
- * Impatient
- * Stomp on others when stressed
- * Don't listen well
- * Not analytical
- * Tell you what to do
- * Don't consider alternatives
- * Ready, fire, aim






Yellow = interactive/influencing


- * Talkative
- * Relational
- * Trend setter
- * Lovers/huggers
- * Want harmony
- * Trusting
- * Intuitive
- * Magnetic
- * People Oriented




- * Want time & attention
- * Seen as flaky
- * Distracted
- * Social Nymphomaniac
- * Not detail oriented
- * Feel rejected easily
- * Easy to read
- * Disorganized
- * Lose focus easily

Green = Steady/Stable




- * Service oriented
- * Want to help/please
- * Team oriented
- * Thoughtful
- * Nesters
- * Persistent
- * Implementers
- * Like routine
- * Relaxed




- * Predictable
- * May make lists/piles
- * Want others to be authentic
- * Hate change
- * Can't say "no"
- * Rarely initiate
- * Hesitant to give opinions

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Blue = Conscientious/Cautious




- * Careful
- * Neat, organized
- * Logical
- * Linear, sequential
- * Systems, facts, data
- * Correct, accurate
- * Precision, rules, order
- * Quality oriented



- * Exacting
- * Critical
- * Restrained
- * Process oriented
- * Fear criticism
- * High standards
- * Analysis Paralysis

ANIMAL CARE CLINIC

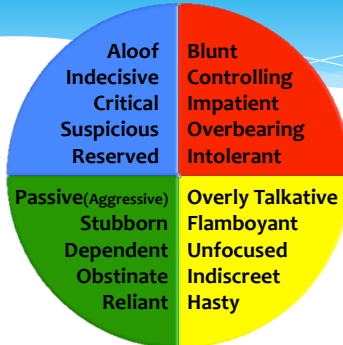
In a Good Moment



Cautious Precise Deliberate Detailed Diplomatic	Confident Determined Competitive Problem Solver Takes Initiative
Thoughtful Supportive Sharing Patient Relaxed	Optimistic Expressive Enthusiastic Persuasive Sociable

ANIMAL CARE CLINIC


In a Less Stellar Moment



Aloof Indecisive Critical Suspicious Reserved	Blunt Controlling Impatient Overbearing Intolerant
Passive(Aggressive) Stubborn Dependent Obstinate Reliant	Overly Talkative Flamboyant Unfocused Indiscreet Hasty

ANIMAL CARE CLINIC

Where do you fit in?




THINKING - CONTROL

INTROVERSION
RISK AVERSE

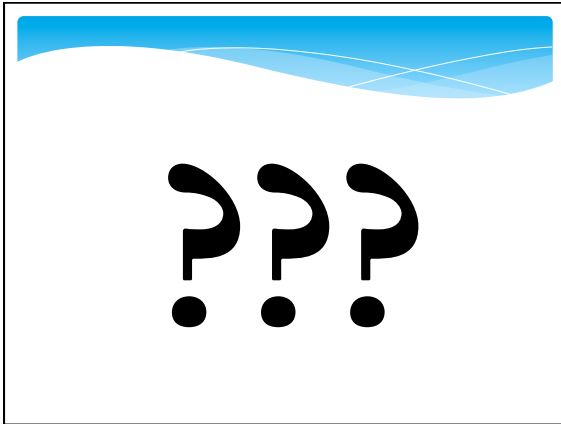
EXTRAVERSION
RISK TAKER

FEELING - FLEXIBLE

ANIMAL CARE CLINIC



ANIMAL CARE CLINIC

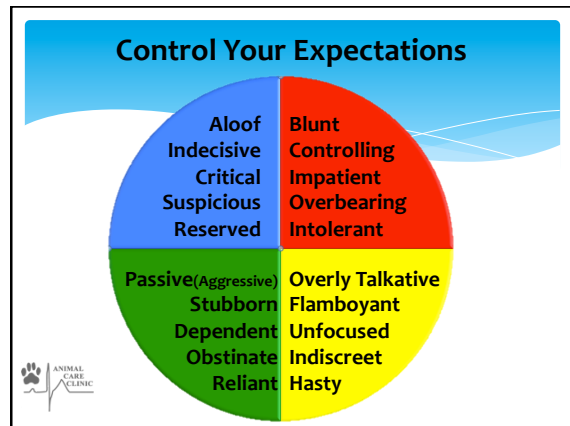
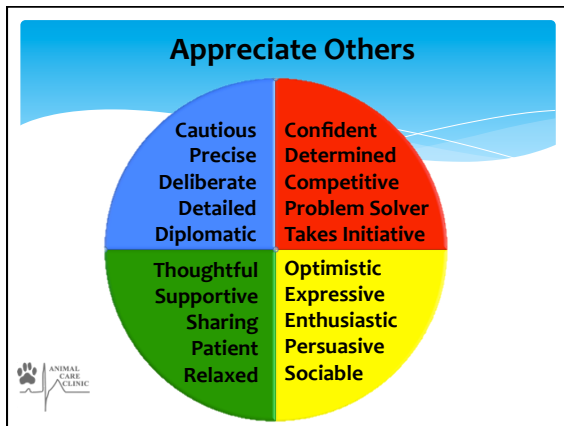


Adjust your style

<p>Details & data Logical & linear Give me time to think</p>	<p>Be Brief – but complete Stay positive Expect abruptness</p>
<p>Show me you care Tell me my exact role Give me time to think</p>	<p>Tell stories, use examples Stay positive Help with follow through</p>

GOLD OR TITANIUM

- * The Golden Rule: Do unto others as you would have them do unto you.
- * The Titanium Rule: Do unto others, keeping their preferences in mind



Which energy we use depends
on who we're working with and
what we are working on.
IT IS A CHOICE!

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Most Important Thoughts!

- *You see the world as you are
 - * Your perception is skewed by your personality
- *You probably don't see things accurately!

- *To be the best you can be, you must have the humility to recognize this.

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Most Important Thoughts!

The Best teams are
good mixes of all four
types!

Working together!

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Resources

Animalcareclinicslo.com

- Even More
- ACC University

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