



Sarah-J

BECOME YOUR BEST



# What kind of leader are you?

*With Sarah Jones*

# Today's outline



- What is your leadership style?
- Defining your style
- Getting results – situational leadership
- How does this help with performance & results

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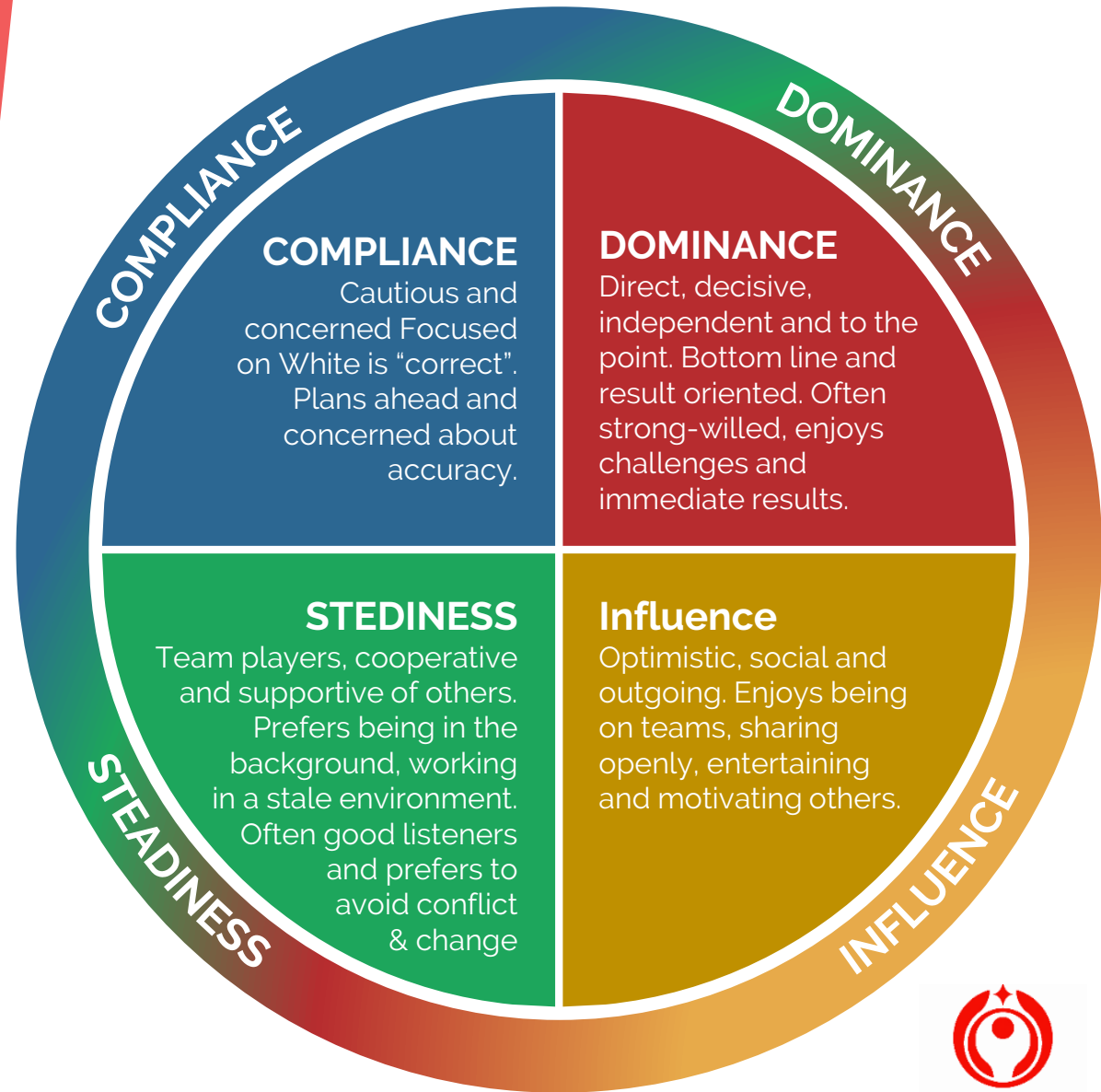


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# Health warning!

- We are all a combination of styles – and degrees
- Under pressure – our default style will come to the fore
- Every style has its strengths – every style its weaknesses
- Review your role – which traits work? What do you need to improve?



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# DISC styles – A bit of fun



**D = James Bond**



**I = Austin Powers**



**S = C3PO from  
Star Wars**



**C = Sherlock  
Holmes**

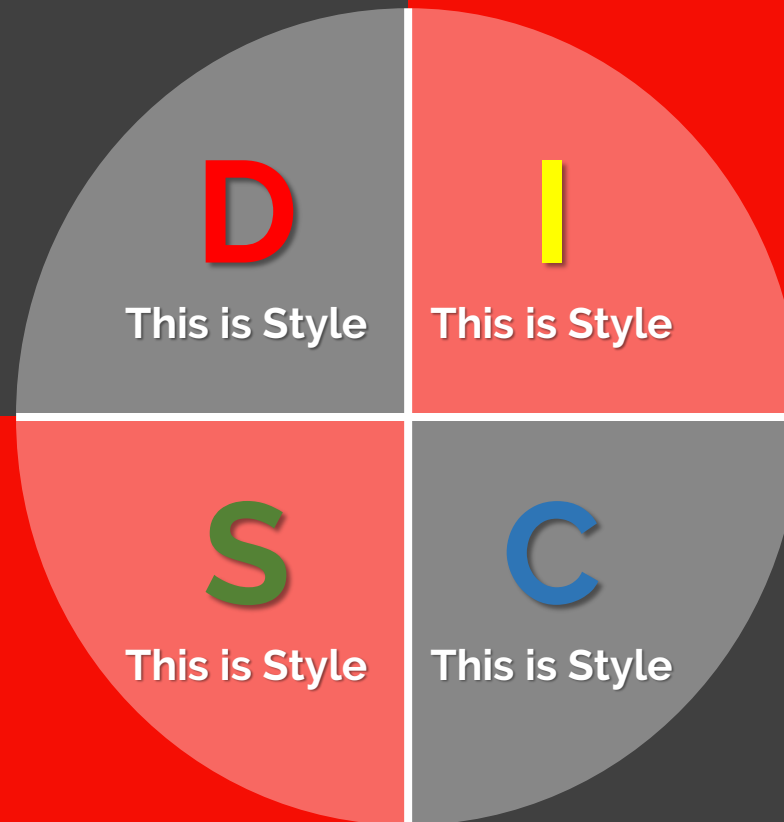
# Leadership style – DISC profiling

Do you know someone who is assertive, to the point, and wants the bottom line?

Some people are forceful, direct, and strong-willed.

Do you have any family members who are good listeners and great team players?

Some people are steady, patient, loyal, and practical.



Do you have any friends who are great communicators and friendly to everyone they meet?

Some people are optimistic, friendly, and talkative

Have you ever worked with someone who enjoys gathering facts and details and is thorough in all activities

Some people are precise, sensitive, and analytical.

# Find your style – starter for 10

	Column 1	Column 2	Column 3	Column 4
1	Directing	Influencing	Steady	Cautious
2	Self-Certain	Optimistic	Deliberate	Restrained
3	Adventurous	Enthusiastic	Predictable	Logical
4	Decisive	Open	Patient	Analytical
5	Darling	Impulsive	Stable	Precise
6	Competitive	Persuading	Accommodating	Curious
7	Assertive	Talkative	Modest	Tactful
8	Experimenting	Charming	Easy Going	Consistent
9	Forceful	Sensitive	Sincere	Perfectionist
	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>



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**S3**

**"Capable but cautious"**

- High competence
- Variable commitment
- Needs support

**S2**

**"Disillusioned learner"**

- Variable competence
- Low commitment
- Needs coaching

**S4**

**"Self-reliant achiever"**

- High competence
- Variable commitment
- Needs delegated authority

**S1**

**"Enthusiastic beginner"**

- Low Competence
- High Commitment
- Needs strong direction

Directive Leadership

# ***Team Development Stages***



# Top 5 Mistakes

1. No clear vision
2. No Clear Roles
3. Poor Communication
4. No buy in – scared to Rock the Boat
5. Failure To Recognise Talents and Styles



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**Sarah**



**Jones**



Sarah-J Coaching



Sarah Jones/  
Sarah-J Coaching



Sarah-J Coaching



@SarahJ\_Coaching



[www.sarah-j.com](http://www.sarah-j.com)



+44 (0) 7531 228089