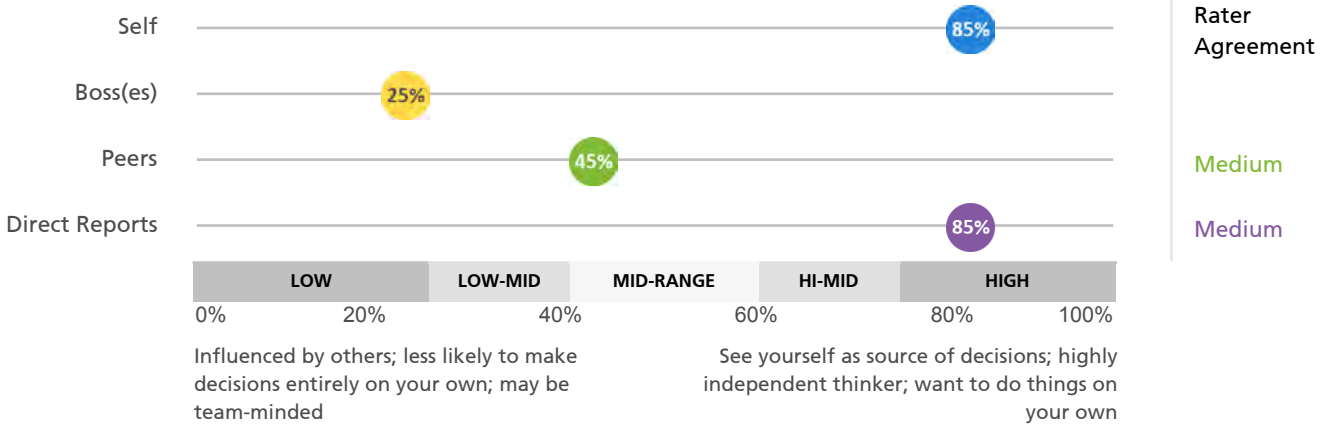




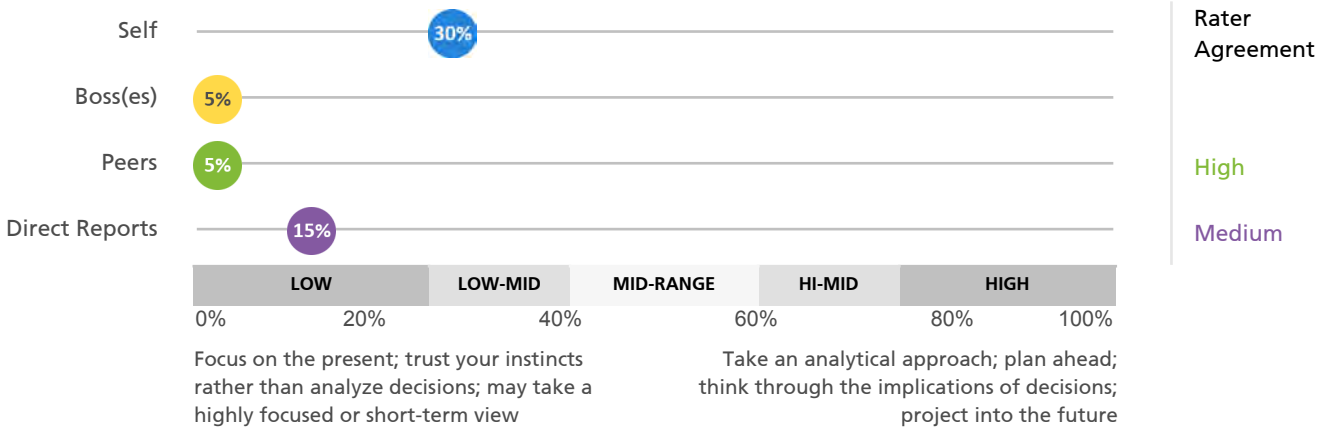
## Self

Emphasizing the importance of making decisions independently; looking to yourself as the prime vehicle for decision making.



## Strategic

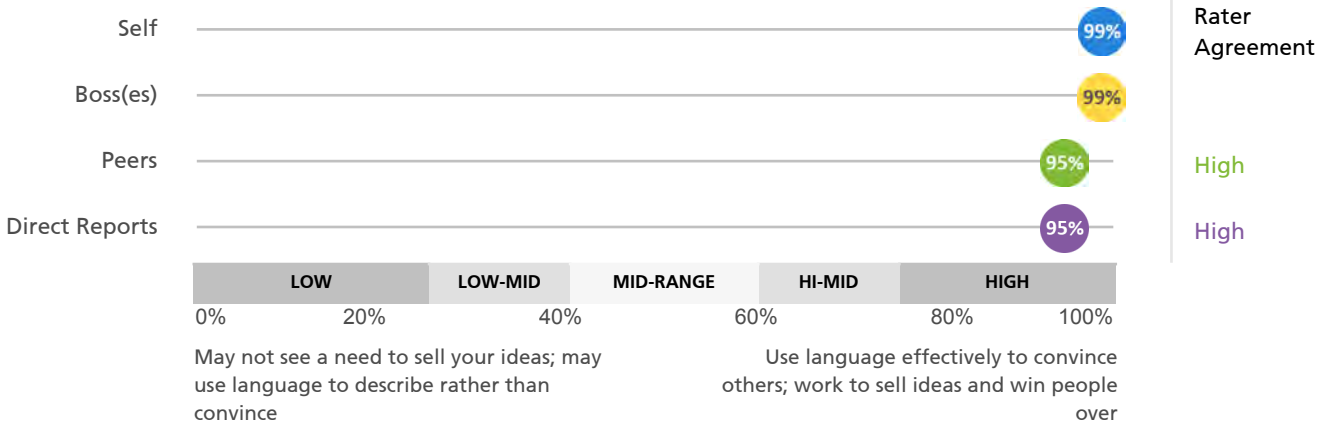
Taking a long-range, broad approach to problem solving and decision making through objective analysis, thinking ahead and planning.





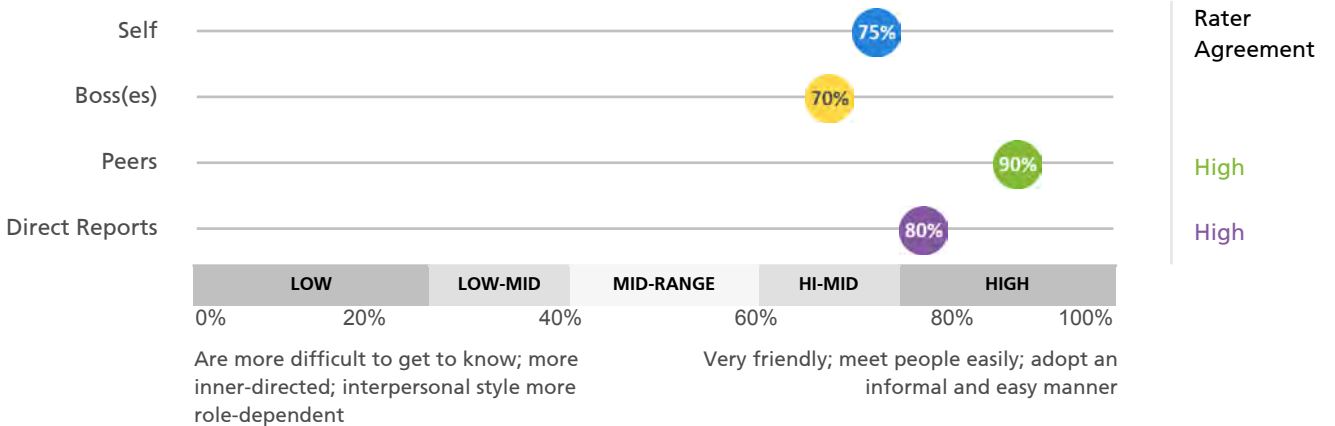
## Persuasive

Building commitment by convincing others and winning them over to your point of view.



## Outgoing

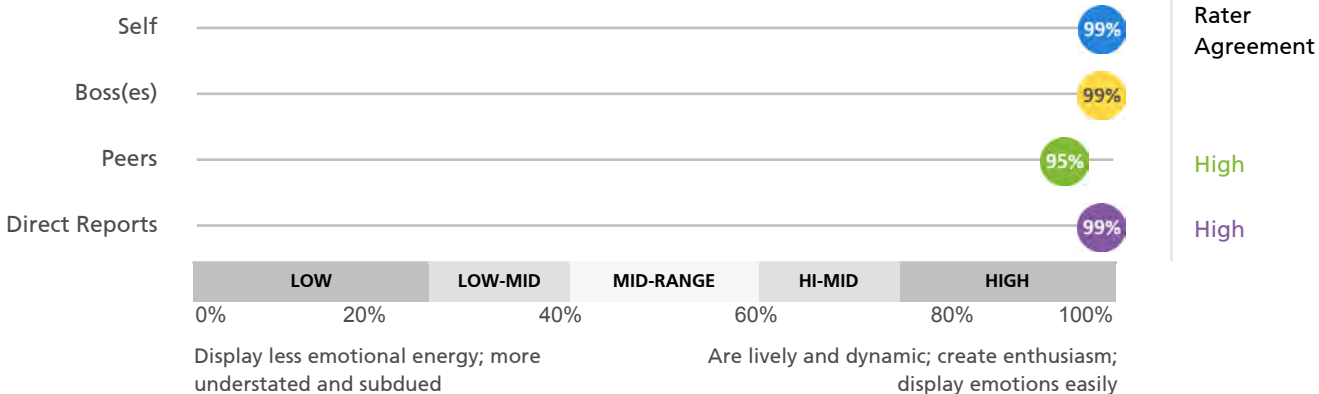
Acting in an extroverted, friendly and informal manner; showing a capacity to quickly establish free and easy interpersonal relationships.





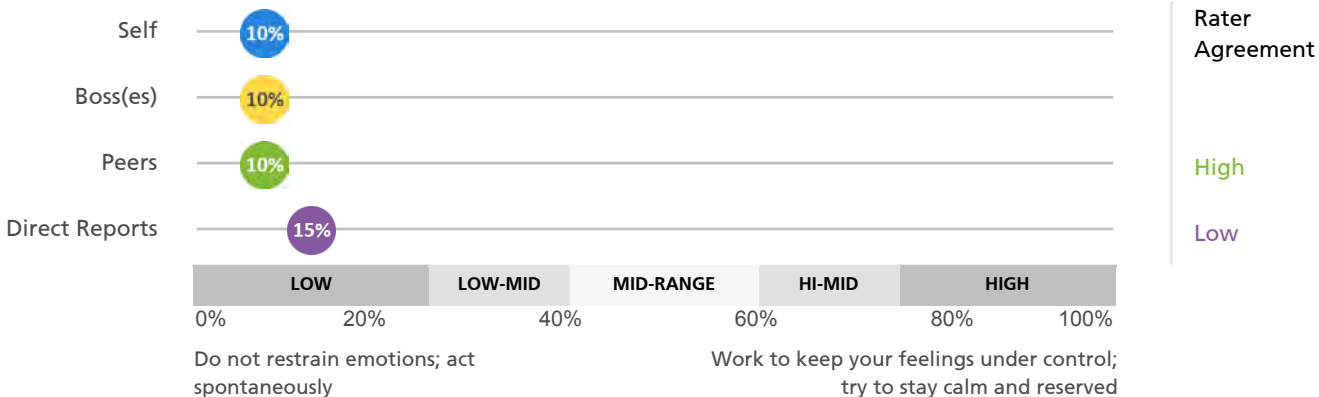
### Excitement

Operating with a good deal of energy, intensity and emotional expression; having a capacity for keeping others enthusiastic and involved.



### Restraint

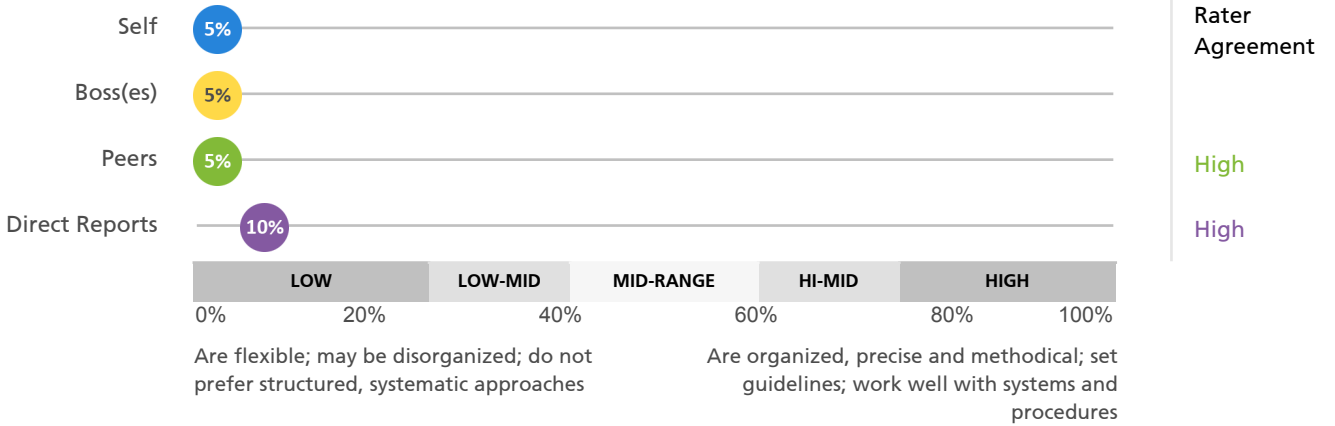
Maintaining a low-key, understated and quiet interpersonal demeanor by working to control your emotional expression.





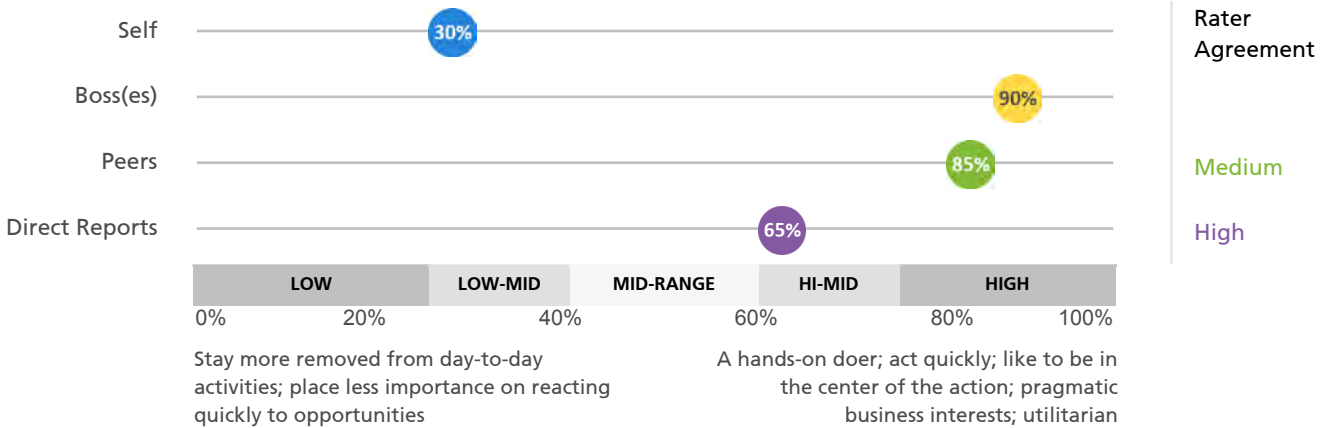
## Structuring

Adopting a systematic and organized approach; preferring to work in a precise, methodical manner; developing and utilizing guidelines and procedures.



## Tactical

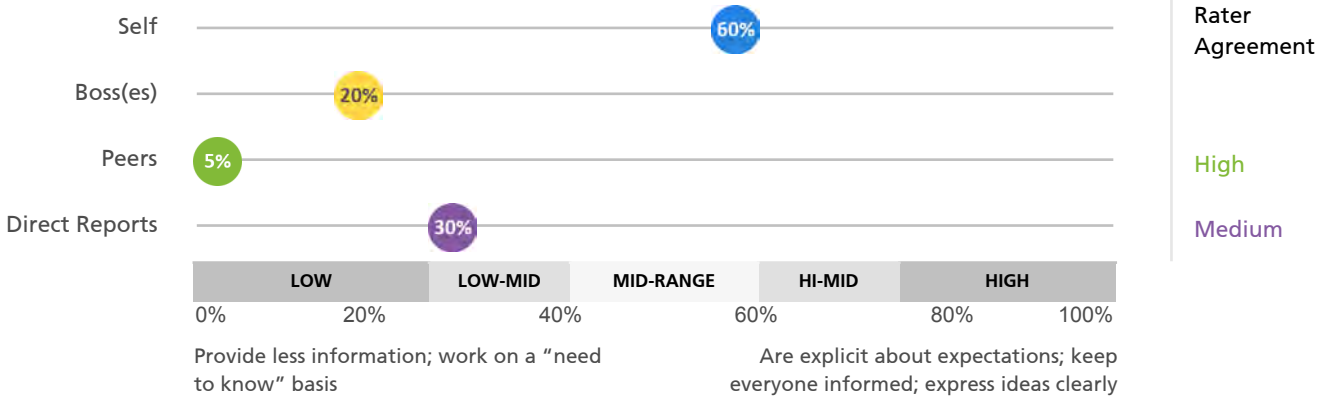
Emphasizing the production of immediate results by focusing on short-range, hands-on, practical strategies.





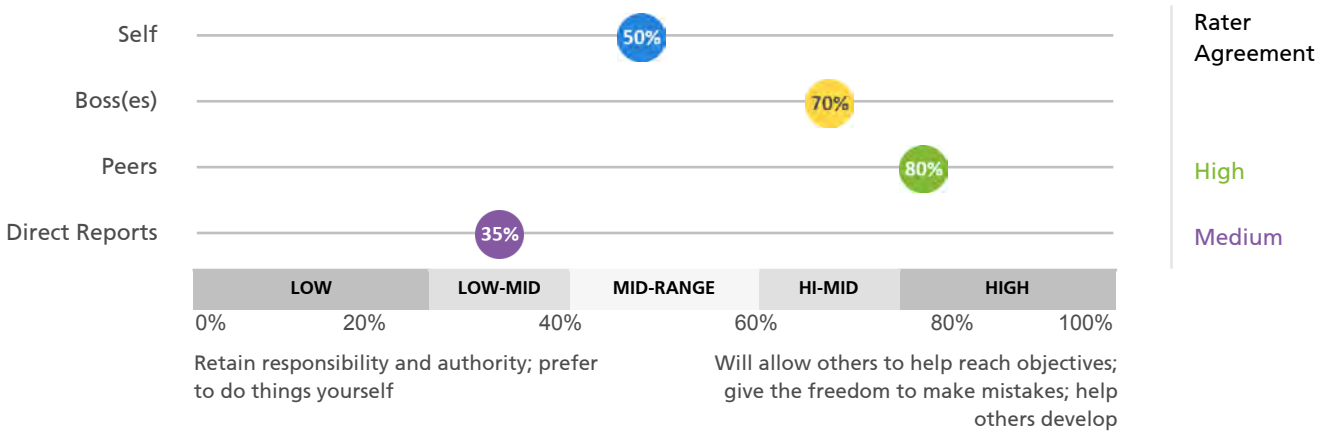
## Communication

Stating clearly what you want and expect from others; clearly expressing your thoughts and ideas; maintaining a precise and constant flow of information.



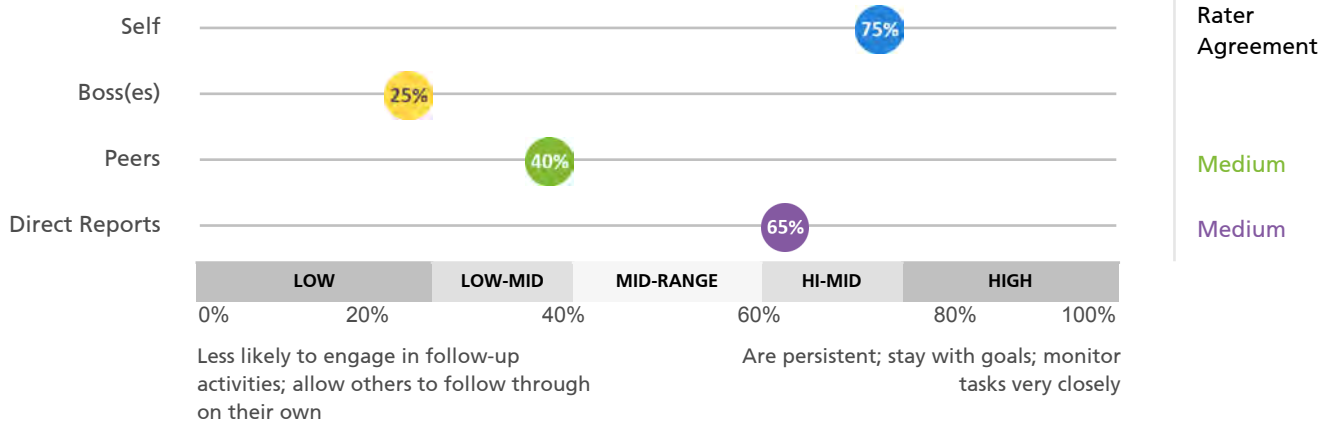
## Delegation

Enlisting the talents of others to help meet objectives by giving them important activities and sufficient autonomy to exercise their own judgment.



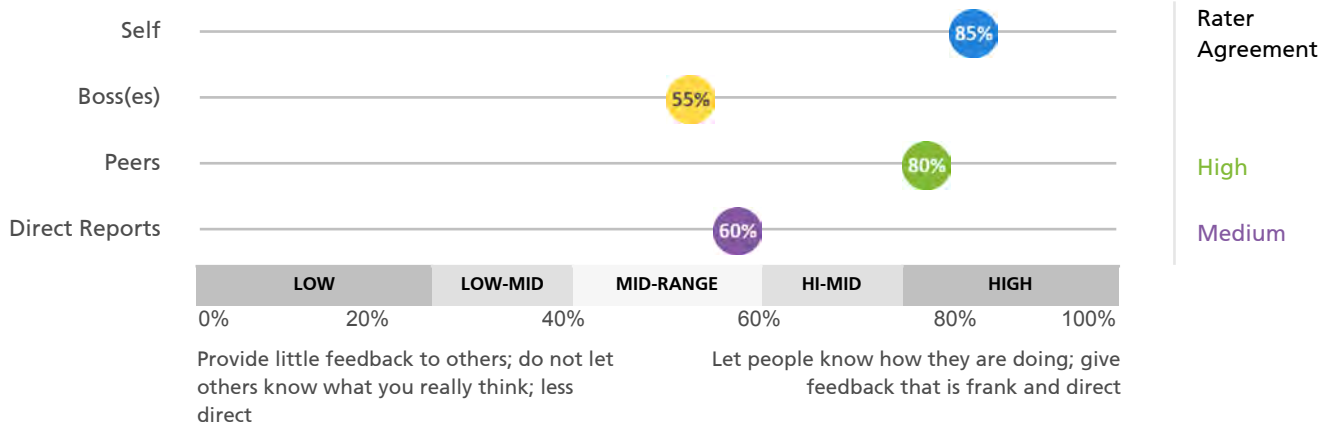
## Control

Adopting an approach in which you take nothing for granted, set deadlines for certain actions and are persistent in monitoring the progress of activities to ensure that they are completed on schedule.



## Feedback

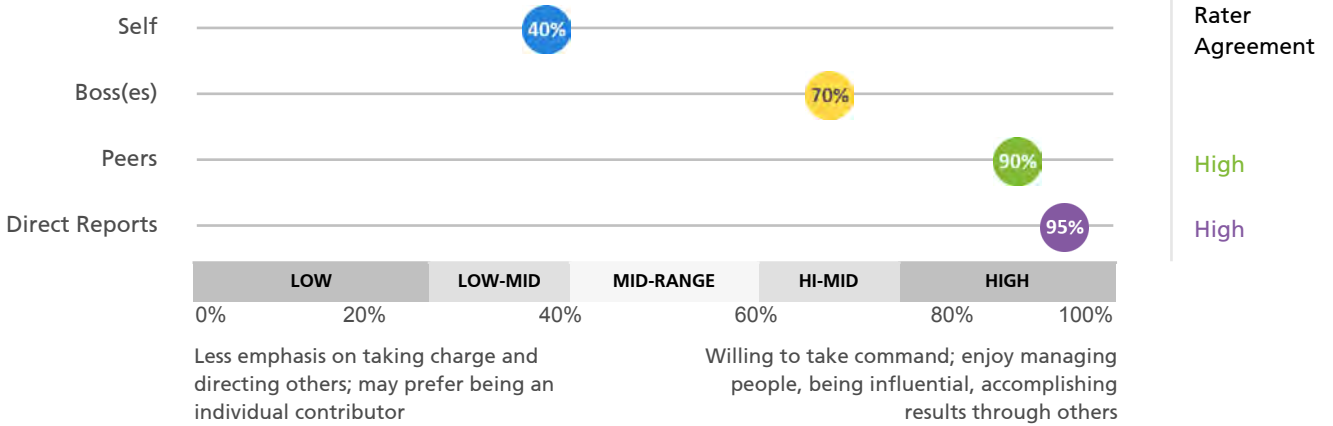
Letting others know in a straightforward manner what you think of them, how well they have performed and if they have met your needs and expectations.





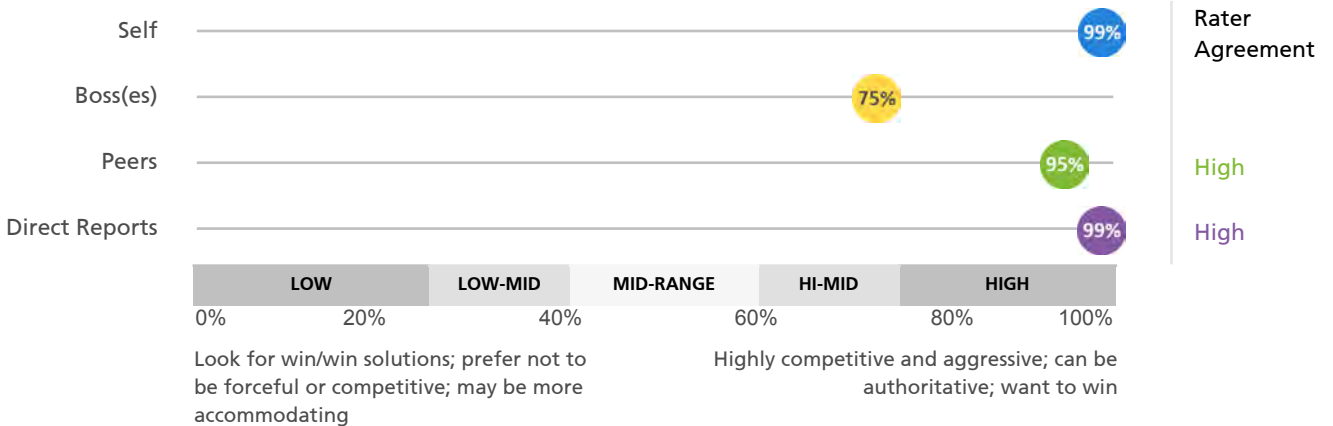
## Management Focus

Seeking to exert influence by being in positions of authority, taking charge, and leading and directing the efforts of others.



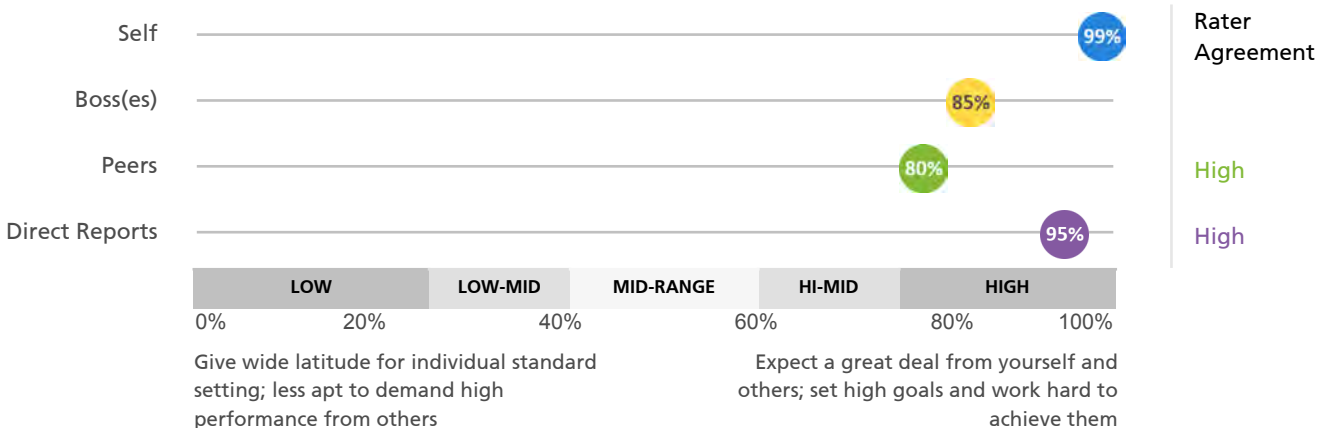
## Dominant

Pushing vigorously to achieve results through an approach which is forceful, assertive and competitive.



## Production

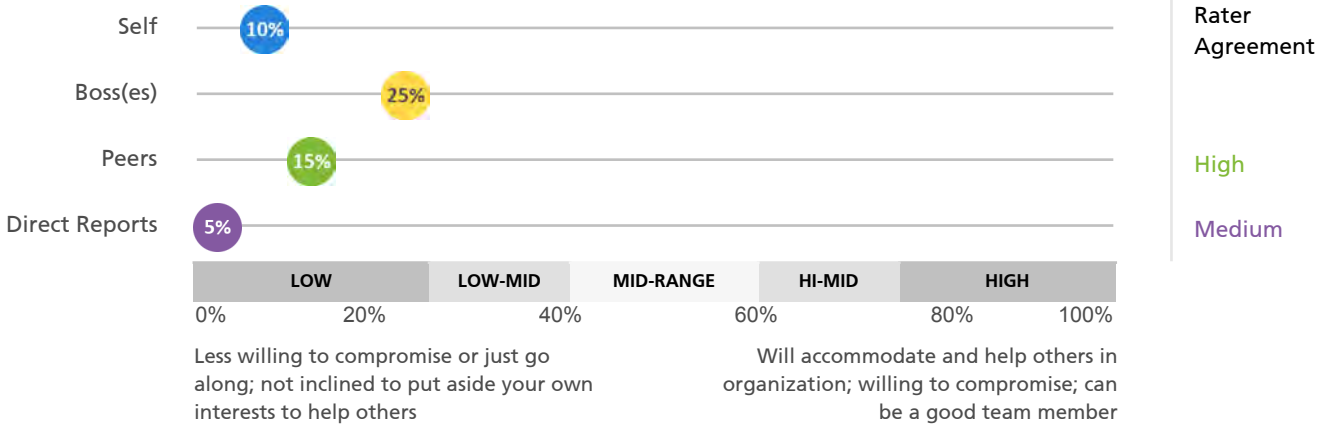
Adopting a strong orientation toward achievement; holding high expectations for yourself and others; pushing yourself and others to achieve at high levels.





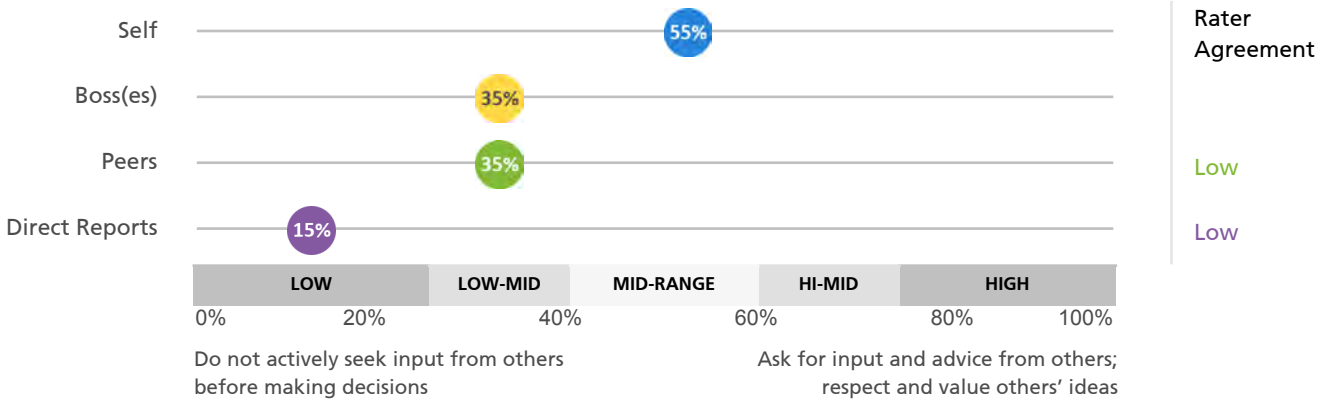
## Cooperation

Accommodating the needs and interests of others by being willing to defer performance on your own objectives in order to assist colleagues with theirs.



## Consensual

Valuing the ideas and opinions of others and collecting their input as part of your decision-making process.

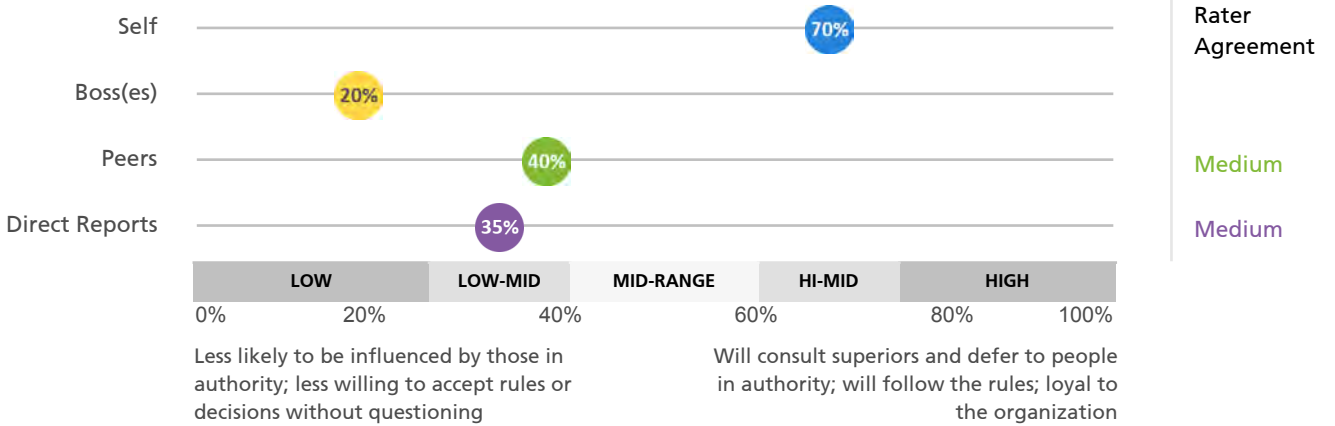






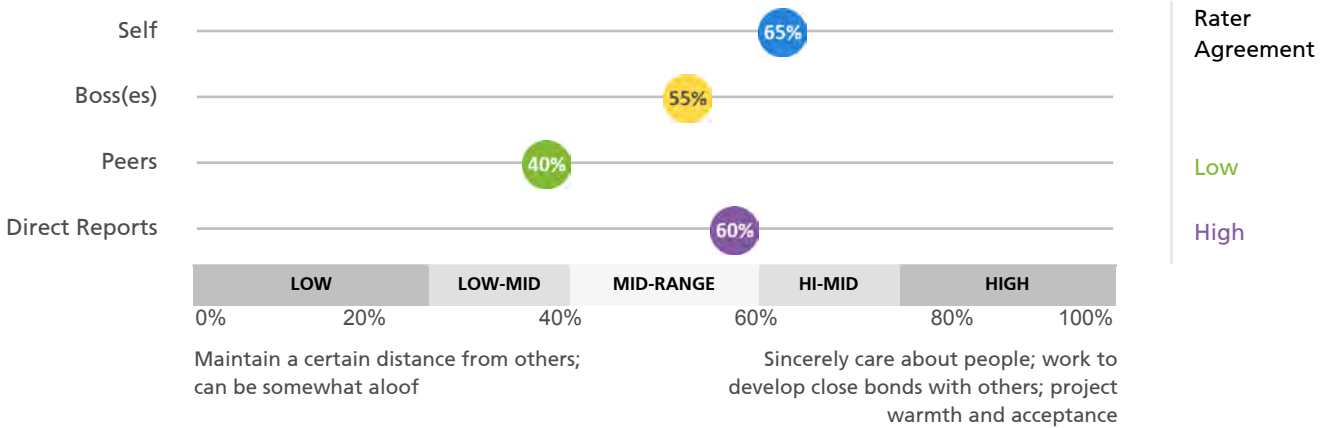
## Authority

Showing loyalty to the organization; respecting the ideas and opinions of people in authority and using them as resources for information, direction, and decisions.

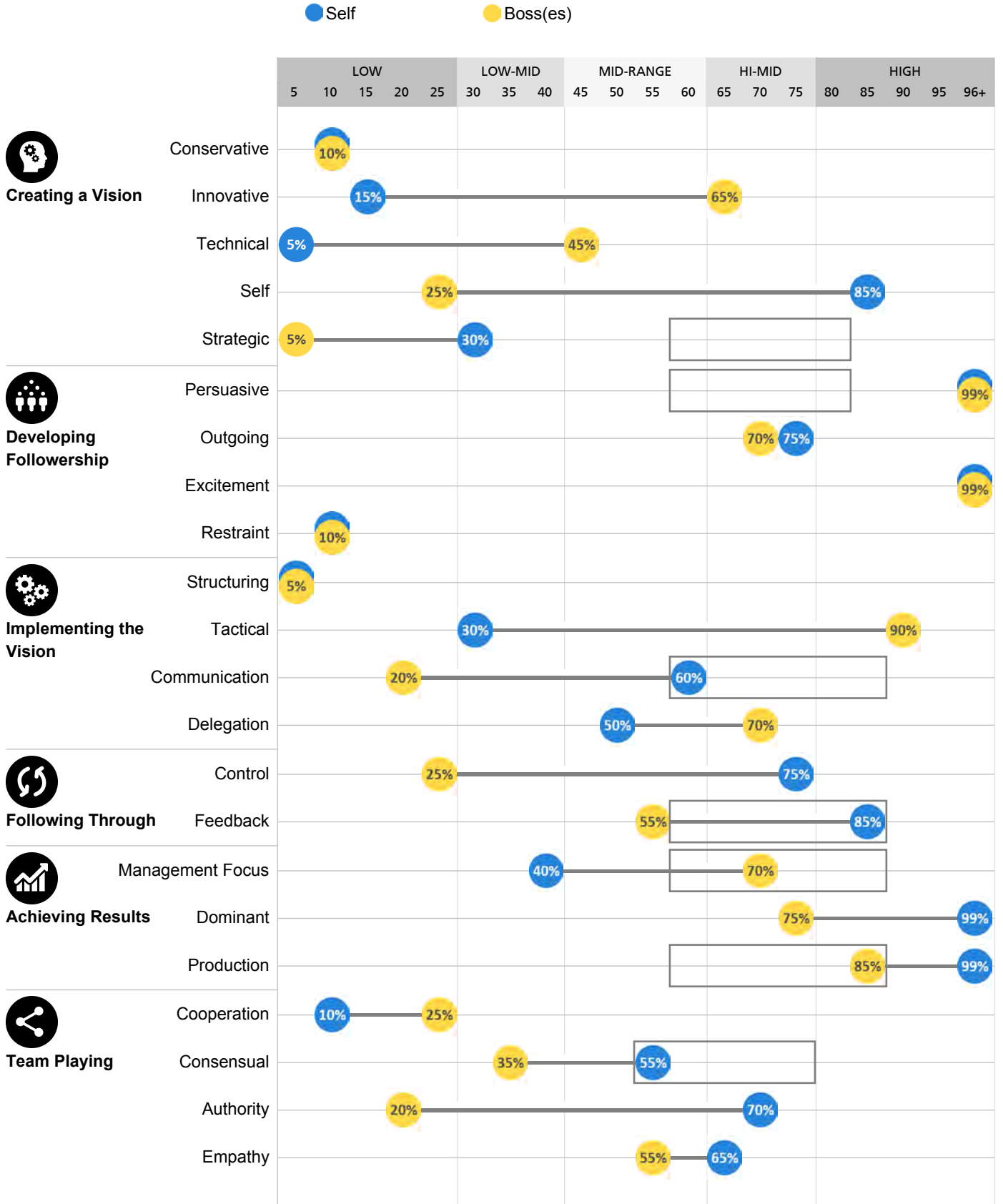


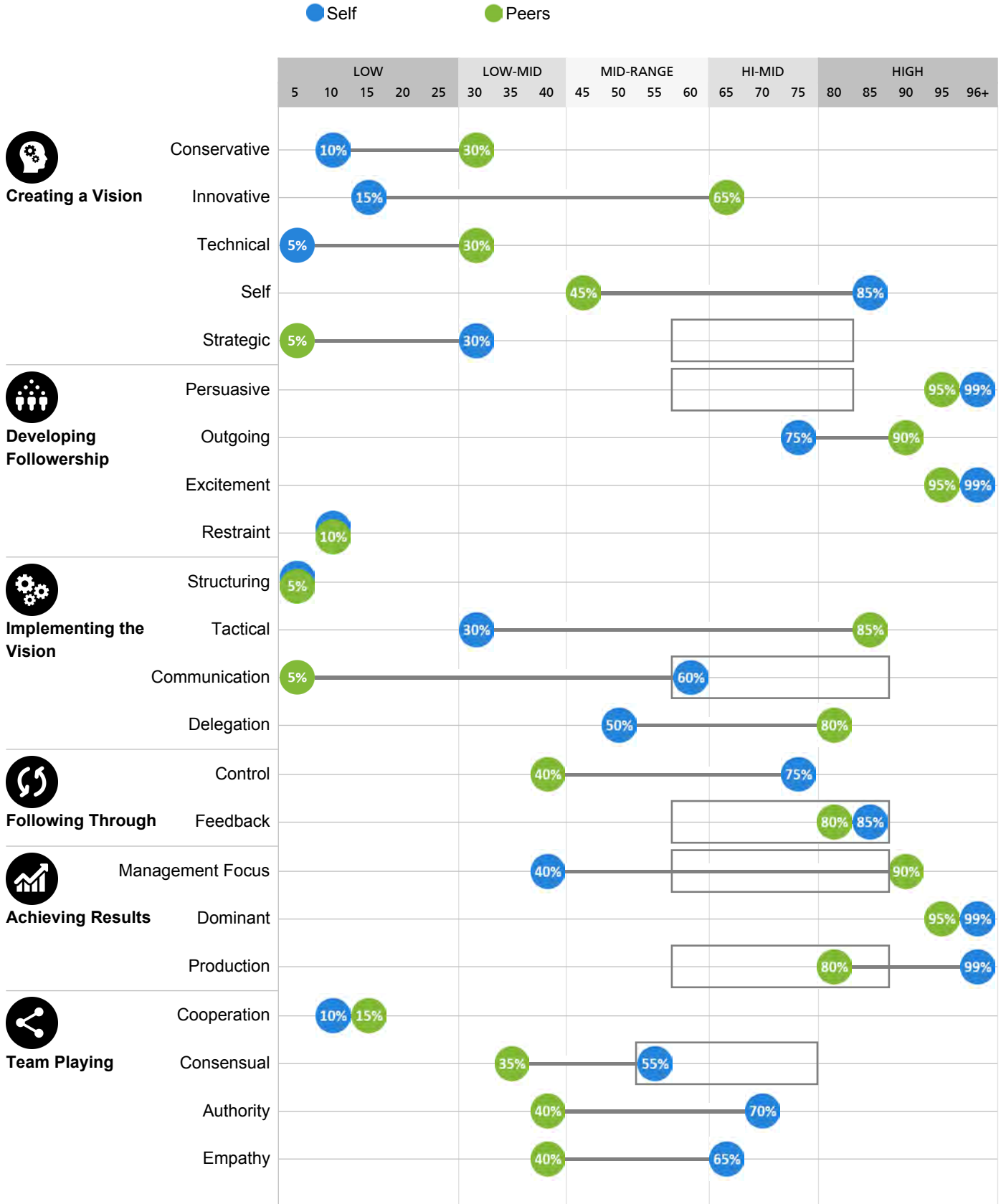
## Empathy

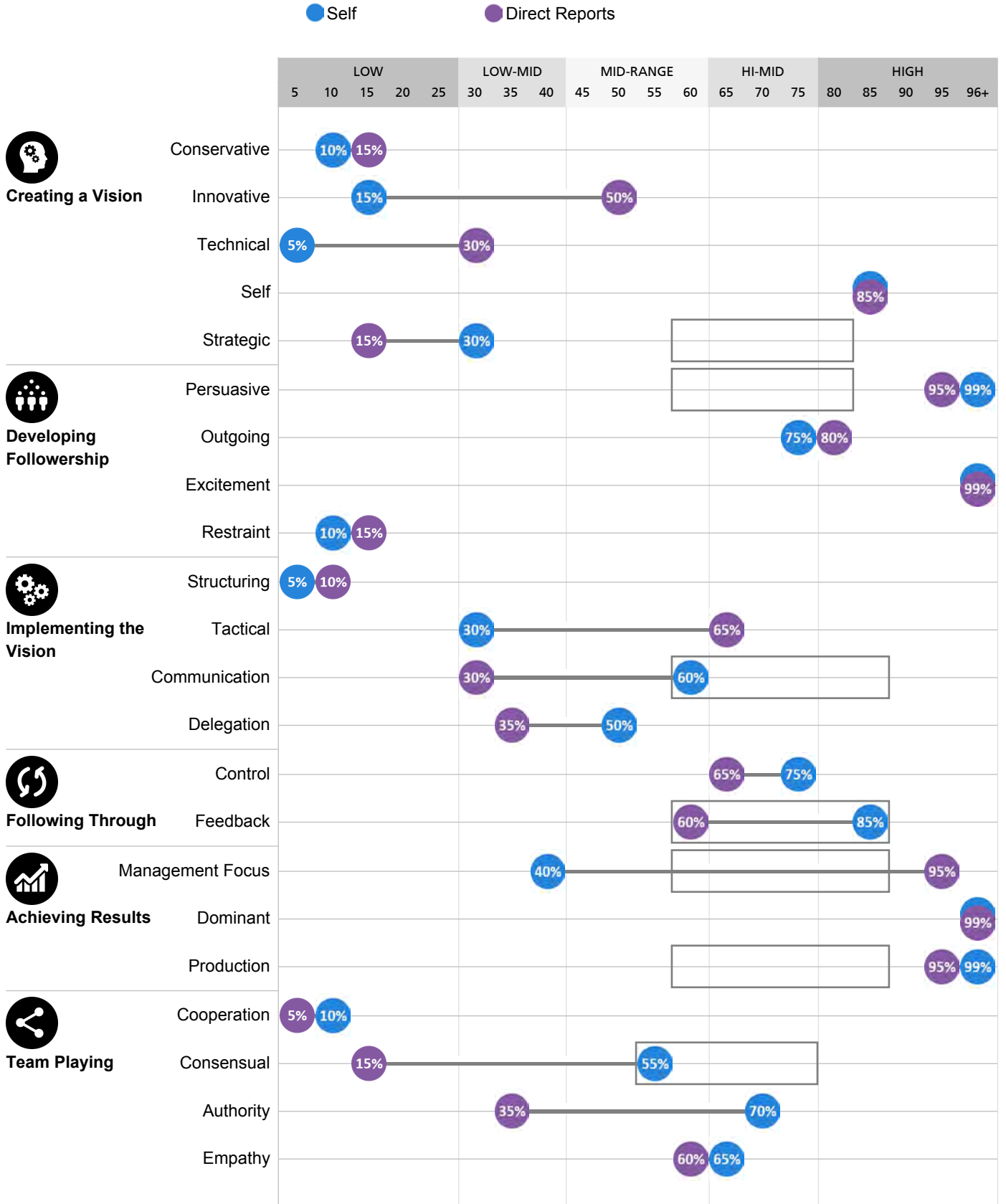
Demonstrating an active concern for people and their needs by forming close and supportive relationships with others.





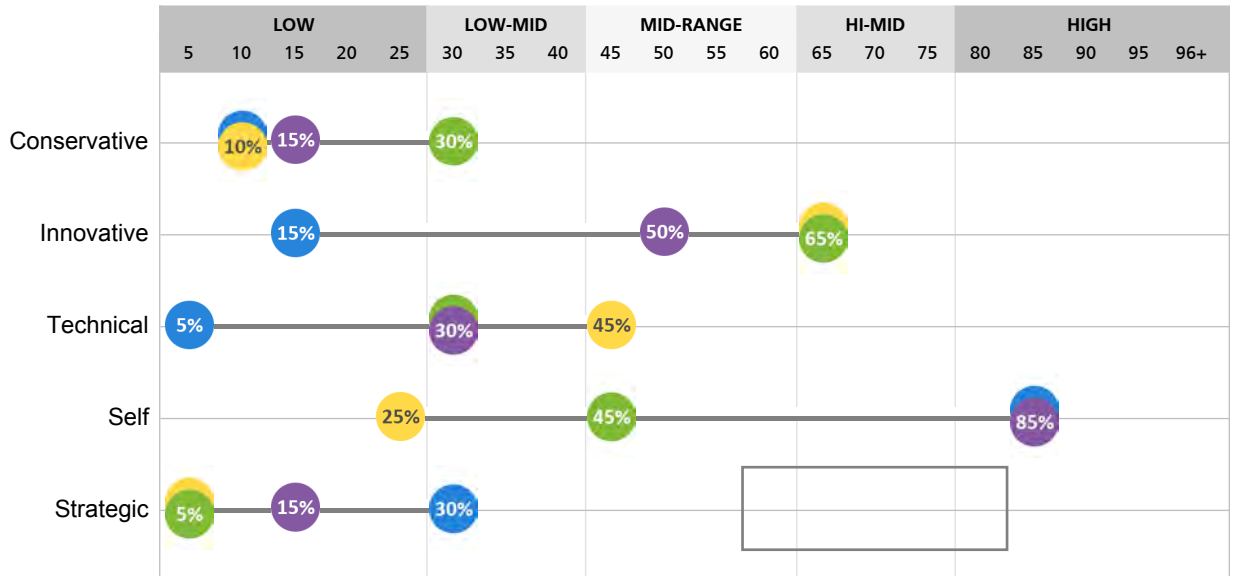




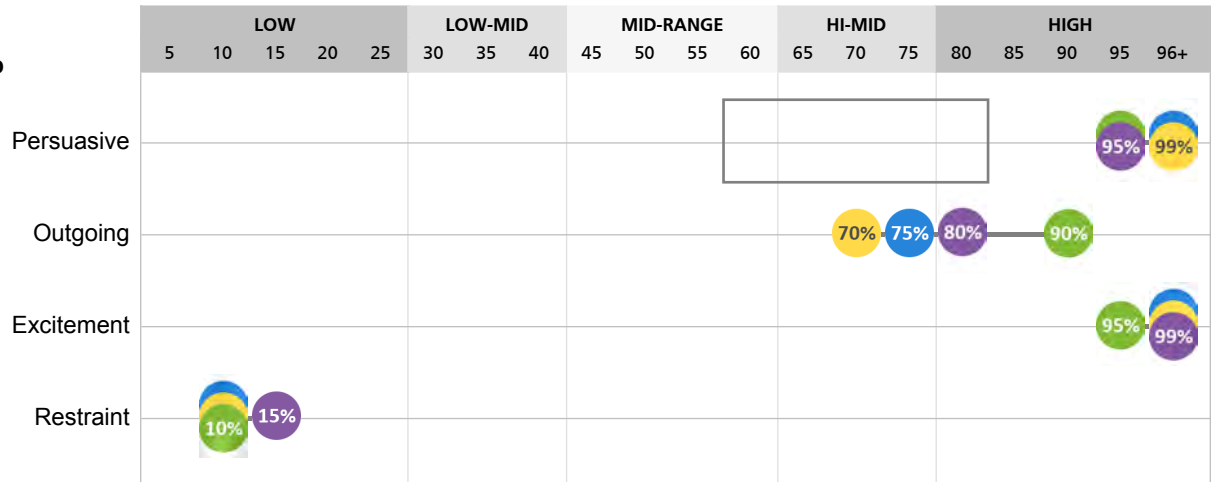


● Self      ● Boss(es)      ● Peers      ● Direct Reports

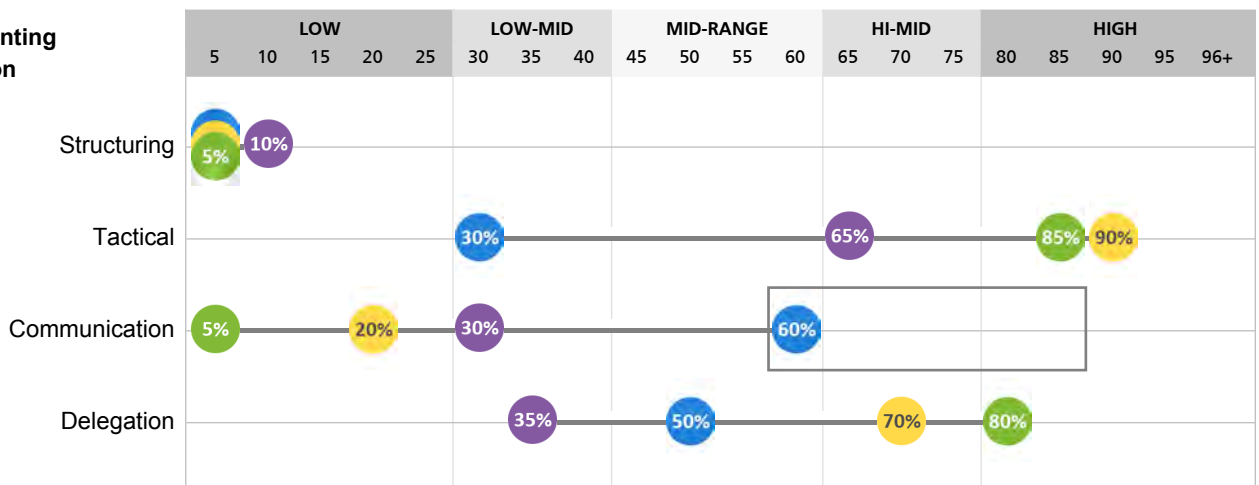
**Creating a Vision**



**Developing Followership**



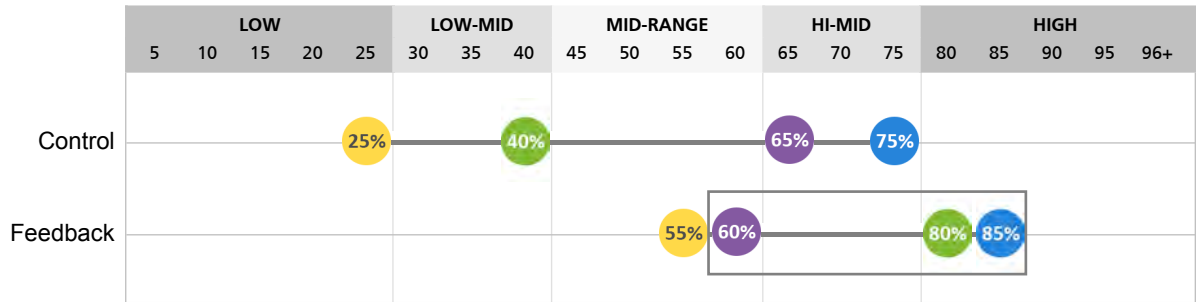
**Implementing the Vision**



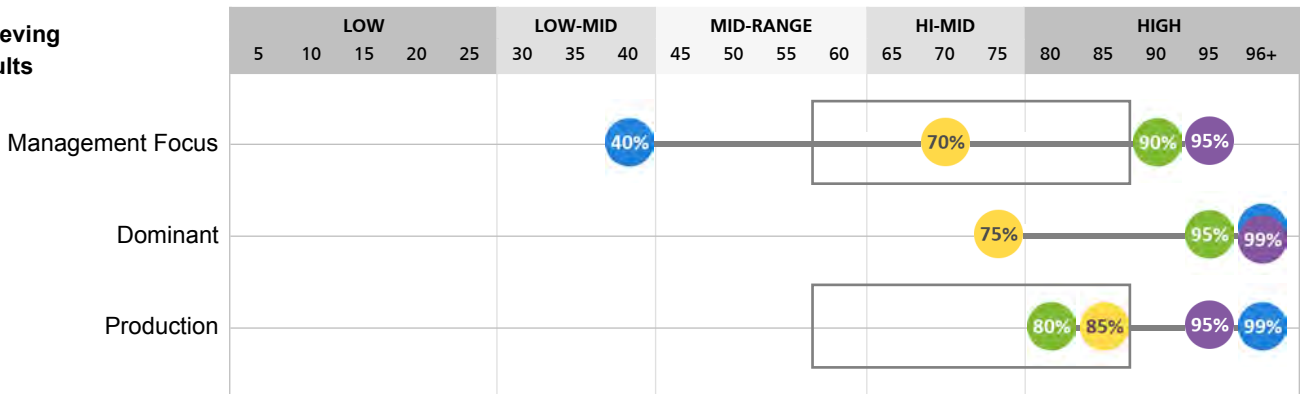
● Self      ● Boss(es)      ● Peers      ● Direct Reports



**Following Through**



**Achieving Results**



**Team Playing**

