

WHAT'S YOUR *Leadership* COMPASS?



Check the boxes that best describe your work style.

 North

Total: _____

- ☐ I am usually assertive, active, and decisive.
- ☐ I like to determine the course of events and be in control of professional relationships.
- ☐ I am quick to act and express a sense of urgency for others to act.
- ☐ I enjoy challenges presented by difficult situations and people.
- ☐ I think in terms of bottom line or results.
- ☐ I prefer a fast-paced work environment.
- ☐ I persevere and am not stopped by hearing "no." I probe and press to get at hidden resistances.
- ☐ I like variety, novelty, and new projects.
- ☐ I am comfortable being in front of a room or crowd.
- ☐ My value-oriented phrases include "Do it now," "I'll do it," and "What's the bottom line?"

 South

Total: _____

- ☐ I understand how people need to receive information in order to act upon it.
- ☐ I integrate others' input in determining the direction of what's happening.
- ☐ I feel close to my colleagues and want to see them succeed.
- ☐ I go out of my way to help colleagues and peers who are struggling.
- ☐ I am trusting and take others' statements at face value.
- ☐ I value my emotions and intuition.
- ☐ I pride myself on being an ethical person.
- ☐ I consider myself a team player. I build on the ideas of others.
- ☐ I am generally non-competitive.
- ☐ My value-oriented words are "right" and "fair."



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➤ East

Total: _____

- ☐ I am a visionary who sees the big picture.
- ☐ Thinking outside the box comes naturally to me.
- ☐ I consider myself adventurous and spontaneous.
- ☐ I think long-term and consider the future when making decisions.
- ☐ I usually have insight into mission and purpose.
- ☐ I look for overarching themes and ideas.
- ☐ I am adept at problem-solving.
- ☐ I like to experiment and explore new ways of doing things.
- ☐ I appreciate having access to a lot of information.
- ☐ My value-oriented words are "option," "possibility," and "imagine."

◀ West

Total: _____

- ☐ I make decisions based on facts, not opinions or emotions.
- ☐ I think of myself as practical and dependable.
- ☐ I'm helpful to others by providing planning and resources.
- ☐ I move carefully and follow procedures and guidelines.
- ☐ I use data analysis and logic to make decisions.
- ☐ I take a balanced approach and weigh all sides of an issue.
- ☐ I am introspective and self-analytical.
- ☐ I maximize existing resources and learn from what has been done in the past.
- ☐ I am skilled at recognizing fatal flaws in an idea or project.
- ☐ My value-oriented words are "objective" and "organized."



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