

Leadership Trait Worksheet

Servant leadership is not a trait. However, it is the foundation of all the Leadership Traits.

Mark 10:42-45 (NIV) *Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your **servant**, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to **serve**, and to give his life as a ransom for many."*

1. Visionary

Visionary leadership is the ideal management style when a leader introduces a new concept or direction to current staff. With this technique, leaders can inspire people by presenting them with a powerful and progressive future outlook. First, however, leaders must connect with their team to succeed with this method and earn their commitment. To achieve this connection, create unity and focus on how important the group is to help the organization achieve the new plan or direction.

Definitely Yes |-----| Definitely No

2. Coaching

Coaching leadership involves figuring out a staff member's talent to develop their experience and expertise within their area of responsibility. With this approach, the leader's goal is to identify the critical skills of each person on the team and instill knowledge to help further develop their work. To be successful with this approach, leaders will need to understand each team member's strengths and weaknesses and their inspirations and motivations. This understanding can be achieved by getting to know their staff and asking strategic questions surrounding their perceived strengths and need to be successful.

Definitely Yes |-----| Definitely No

3. Democratic

The democratic leadership style involves soliciting group opinion to help find the solution to a complex problem. The democratic leadership style tallies the staff's views for a possible solution, which is then presented to the organization's leadership, making the final decision. When leaders include staff in the decision-making process, staff members are more likely to offer genuine support for the agenda because they helped devise the plan. However, the democratic leadership style is often not appropriate for dealing with emergencies.

Definitely Yes |-----| Definitely No

4. Managing

The managing approach requires setting performance standards and holding team members accountable for meeting those goals. Although performance can be measured based on measurable outcomes, it is vital for leaders using the managing approach to understand and consider all possible factors that can influence performance. Additionally, the managing method should not be overused, as it can lower staff morale when they do not achieve the goals.

Definitely Yes |-----| Definitely No

5. Commanding

The commanding method of leadership has long been the style used in a time of crisis when there is no time for leadership to explain what is happening, but immediate action is necessary. However, in the daily workplace, this is the most ineffective leadership style. There are rarely daily crises, and workers enjoy understanding what they are doing and having a say in work-related projects and situations.

Definitely Yes |-----| Definitely No

6. Delegating

The delegating leadership style involves leadership empowering staff with minimal directives. With this style, leaders often provide their team with the tools needed to complete their work, and as appropriate, let staff resolve issues on their own. Although this method results in the highest job satisfaction rating, the style's success can largely depend on the team's composition and specific to highly skilled and motivated staff members.

Definitely Yes |-----| Definitely No

7. Bureaucratic

The bureaucratic leadership style relies on the positions individuals hold within their organizations to outline their responsibilities, rules, and regulations. An advantage of this leadership style is that it is highly efficient and controllable. So it is because bureaucratic leadership can be thought of as a system with several levels of management, each reporting to the level above it. The cons of this style are that it is quite hierarchical, and workers or managers on the lower level have difficulty expressing good ideas or input to those in charge, as they often have to travel through a vast chain of management.

Definitely Yes |-----| Definitely No

8. Strategic

Strategic leaders sit at the intersection between an organization's primary operations and its growth opportunities. Thus, the strategic leader accepts the burden of executive interests while ensuring that current working conditions remain stable for everyone else.

Definitely Yes |-----| Definitely No