

## Four Leadership Styles: Which Are You?

There are four distinct leadership styles, according to Karlyn Borysenko, principal at consultancy Zen Workplace in Boston. The styles are based on the DiSC model developed by psychologist William Moulton Marston.

Which of the following leadership categories describes you?:

1. **Dominant.** These leaders are assertive, bold, direct and results-oriented — what we think of as natural leaders. They are constantly pushing boundaries, like to get things done quickly and worry about the consequences later. This style can come off as intimidating. This leader needs to work on patience, sensitivity, and looking at details.
2. **Influential.** Influencers are active and dynamic. They are always in a good mood and look on the bright side. They are excellent collaborators but don't always follow through on ideas. Just give them the executive summary; they don't want to know all the details. This leader needs to work on follow-through, speaking directly and researching all the facts.
3. **Supportive.** Leaders who fall into this category are agreeable, receptive and accommodating. They want to help people get things done, but they hate drama. They often hold back when they have solutions to share or something valuable to say. This leader needs to work on adapting to change, multitasking and confronting others.



4. **Conscientious.** These leaders are logical, methodical and prefer working with spreadsheets over working with people. They see details that others miss. It's not that they're anti-social per se, but they prefer to close the door to their office, draw the blinds and spend quiet time being productive. They need to keep an open mind to new and different approaches. This leader needs to work on delegating, compromising and making quick decisions.

Borysenko encouraged attendees to embrace whatever their dominant style is but also to step out of their comfort zone and exhibit some of the characteristics of the other leadership styles when necessary. She said, "Not everyone can do all things well ... Just because something is uncomfortable does not mean you don't do it."

Want to learn more? Join us for the Breakthrough Listening course (see the [Learning Catalog](#) for upcoming dates) to complete the DiSC self-assessment. You'll gain insights into your distinct ways of thinking, feeling and acting. The DiSC assessment will also help you minimize potential conflicts by communicating effectively with other work styles.

*Sources:*

- *Society for Human Resource Management:* <http://www.shrm.org/resourcesandtools/hr-topics/organizational-and-employee-development/pages/what-type-of-leader-are-you.aspx>
- *Business News Daily:* [www.businessnewsdaily.com/8692-disc-assessment.html](http://www.businessnewsdaily.com/8692-disc-assessment.html)