

Crystal

CHEAT SHEET: Understanding Yourself as a Leader

Understanding your own strengths and blind spots is crucial for personal growth and effective decision-making.

Discover how to leverage your strengths to influence others and lead effectively, while also understanding the potential blind spots that may hinder your performance.

Dominant Personalities

YOU ARE DIRECT, VISIONARY, RISK-TOLERANT



STRENGTHS

- ▶ Eager to take charge and provide clear direction.
- ▶ Tends to challenge others with demanding tasks and high expectations.
- ▶ Provides high-level instructions that focus on the end result.
- ▶ Creates a competitive, dynamic work environment

BLIND SPOTS

- ▶ May immediately seek to resolve conflict by starting verbal disputes.
- ▶ Pace of work may be too fast for team members to complete their tasks with high enough quality for their standards.
- ▶ May not allow team members enough flexible time to get to know each other well and build trust.

Influential Personalities

YOU ARE PERSONABLE, ADAPTABLE, ENTHUSIASTIC



STRENGTHS

- ▶ Creates a casual, outgoing work environment.
- ▶ Focused on inspiring others with a bold vision of the future.
- ▶ More comfortable delivering important messages verbally, with group meetings.
- ▶ Gives others autonomy to find their own solutions to problems.

BLIND SPOTS

- ▶ May not maintain thorough notes and documentation for team members to refer to.
- ▶ May have a relaxed attitude towards risks, without carefully considering the costs of major decisions.
- ▶ May not devote enough time for the team to analyze the details of a problem before jumping to solutions.

Steady Personalities

YOU ARE THOUGHTFUL, DIPLOMATIC, RISK-AVERSE



STRENGTHS

- ▶ Typically leads by example.
- ▶ Creates a peaceful, calm work environment.
- ▶ Expects team members to be stable, reliable, and cooperative.
- ▶ Focused on developing the team with one-on-one coaching and instruction.

BLIND SPOTS

- ▶ May be overly forgiving instead of holding team members accountable to deadlines, quality, and responsibilities.
- ▶ May allow interpersonal conflicts to sit beneath the surface without bringing them out into the open.
- ▶ May miss out on good opportunities for team development and advancement because of high sensitivity to risk.

Conscientious Personalities

YOU ARE METHODICAL, PRAGMATIC, RISK-AVERSE



STRENGTHS

- ▶ More comfortable distributing important messages in writing.
- ▶ Focused on creating rules and processes for others to follow.
- ▶ Expects team members to make decisions with logic and supporting data.
- ▶ Provides detailed, specific instructions to solve problems.

BLIND SPOTS

- ▶ May encourage the team to spend lots of time researching when immediate action is required.
- ▶ Might ignore the emotional or social impact of a decision, even when it is logical and practical.
- ▶ May restrict more creative team members by requiring them to conform with standard practices, rather than allowing for flexibility.