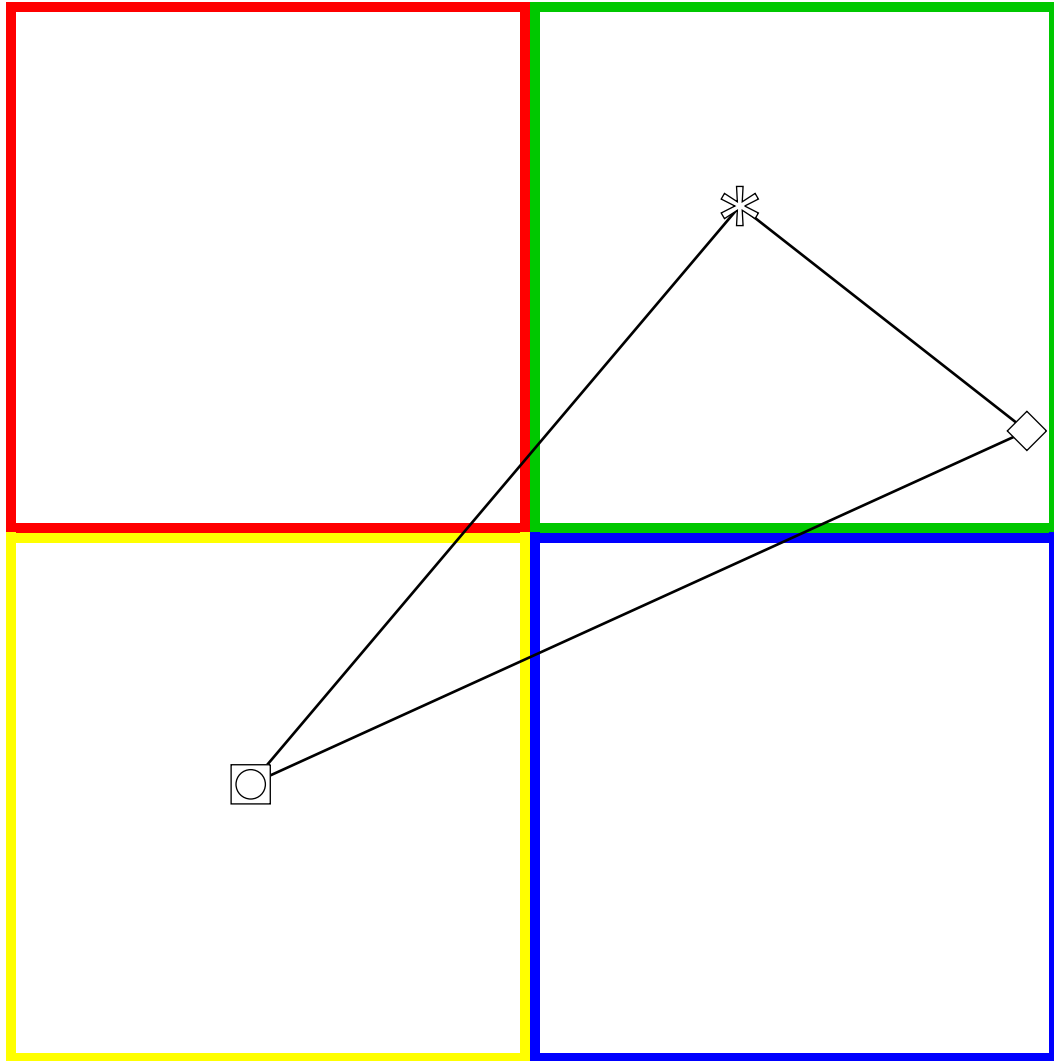


This Report Prepared For  
**JOHN Q. PUBLIC**  
31 March 2008

# LEADERSHIP STYLE GRID®

for  
BX6396 JOHN Q. PUBLIC



TM

This is your **Leadership Style Grid Report**. It describes your unique style of leadership -- your goals, your approach, what motivates you to lead, and what happens to you under stress. In addition, it compares your leadership style with other people's. Use this information to develop and refine your leadership skills.

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## Page 1: Leadership Goals

The Asterisk is used to describe people's leadership goals. Goals toward the top of the Grid emphasize direct involvement (with a task or with people). Goals toward the left of the Grid emphasize the task rather than the people who do the task.



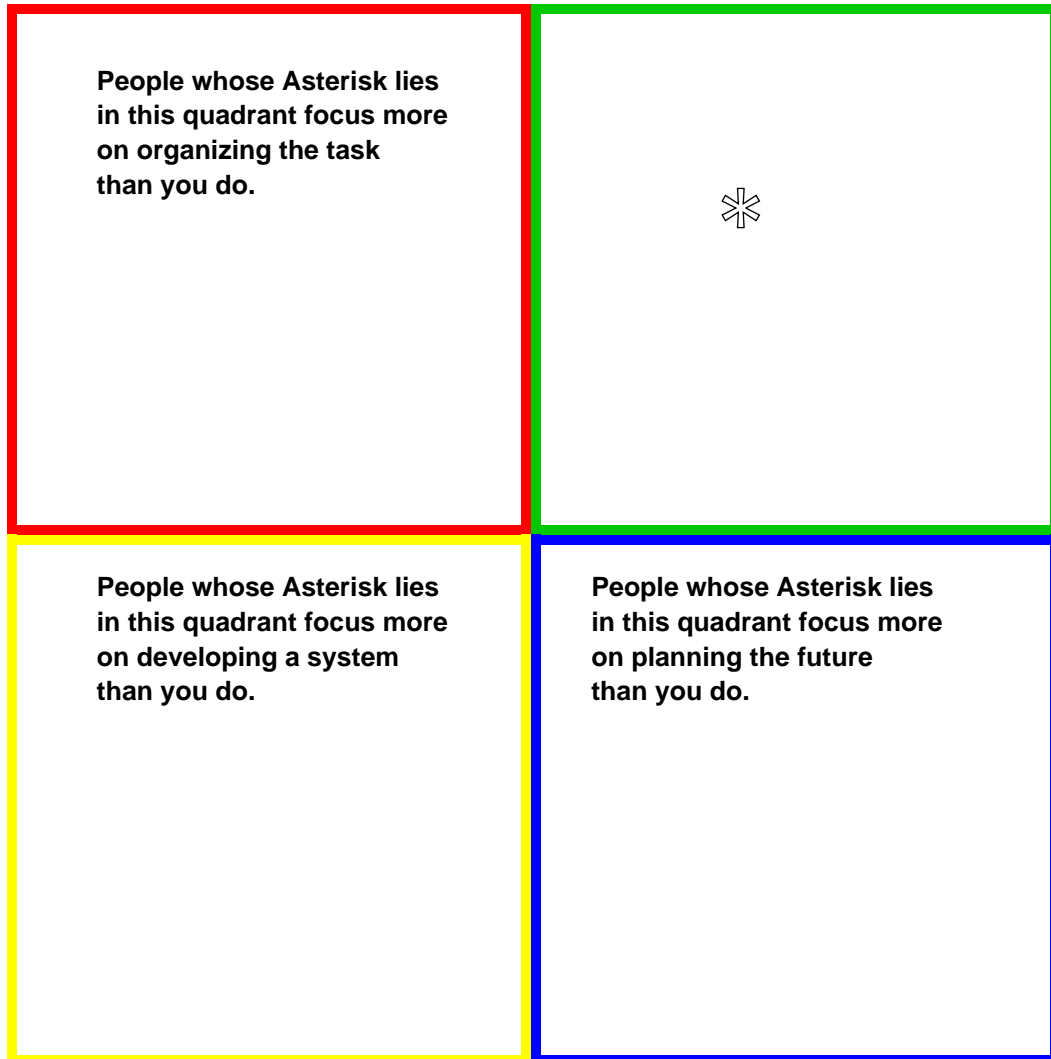
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Goals toward the bottom of the Grid emphasize indirect involvement (with a task or with people). Goals toward the right of the Grid emphasize people rather than the tasks that people do.

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## Page 2: Your Leadership Goals

Your leadership goals are described by the Asterisk. Your Asterisk is in the GREEN quadrant. Your goals as a leader probably have a very relationship-oriented emphasis.



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Your GREEN Asterisk shows that you are interested in, and like to involve others in:  
"buying in" to a project  
motivating others  
involving people  
focusing on benefits  
working with one another

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## Page 3: Usual Leadership Styles

The Diamond is used to describe people's Usual Leadership Styles. Diamonds toward the top of the Grid describe more outgoing, forceful styles. Diamonds toward the left of the Grid describe more objective and detached styles.



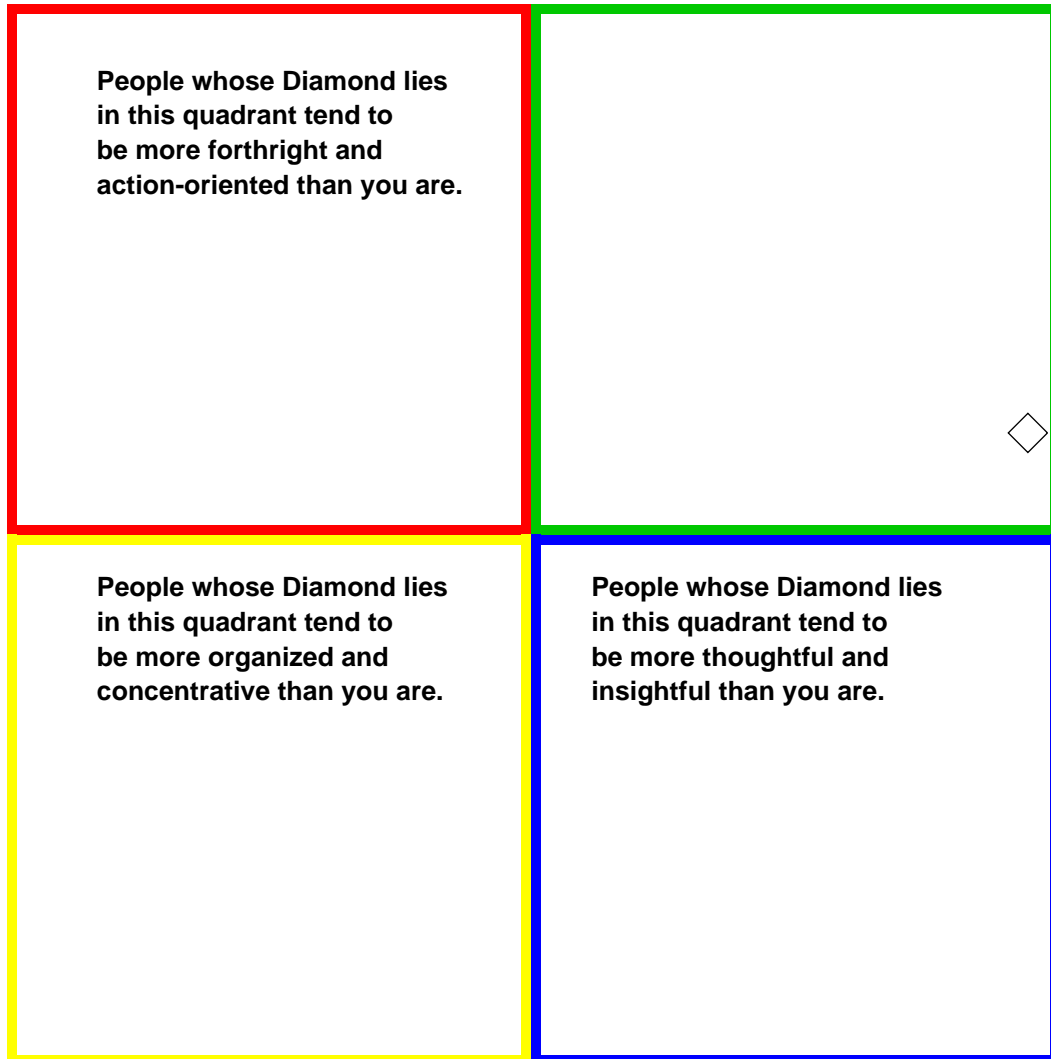
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Diamonds toward the bottom of the Grid describe lower-key styles. Diamonds toward the right of the Grid describe more subjective styles.

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## Page 4: Your Usual Leadership Style

The productive way you set about your tasks is described by the Diamond. Your Diamond is in the GREEN quadrant, but it also lies fairly close to the Blue quadrant. When you are leading effectively, you are generally persuasive and insightful.



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**Your GREEN Diamond shows that you are usually:  
responsive and independent  
flexible and enthusiastic**

**You also tend to be:  
selectively sociable  
thoughtful  
optimistic**

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## Page 5: Needs

The Circle describes the kind of environment you need to show your Usual Leadership Style. People with the Circle toward the top of the Grid respond best to a forceful and outgoing environment. People with the Circle toward the left of the Grid need a detached and objective environment.



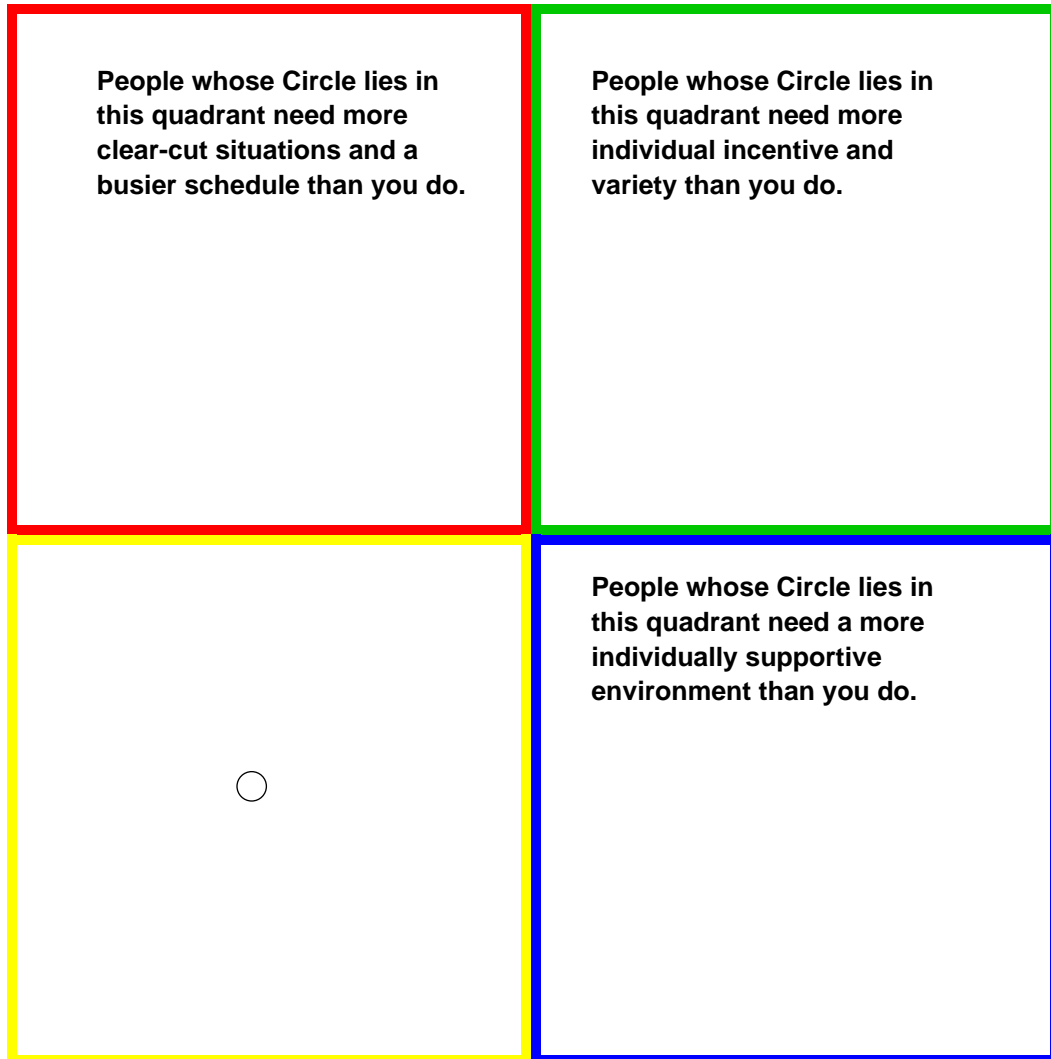
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People with the Circle toward the bottom of the Grid need a low-key environment. People with the Circle toward the right of the Grid respond well to an environment which encourages a subjective approach.

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## Page 6: Your Needs

The environment you need to develop your Usual Leadership Style is described by the Circle. Your Circle is in the YELLOW quadrant. To lead most effectively, you respond best to people who are orderly and consistent.



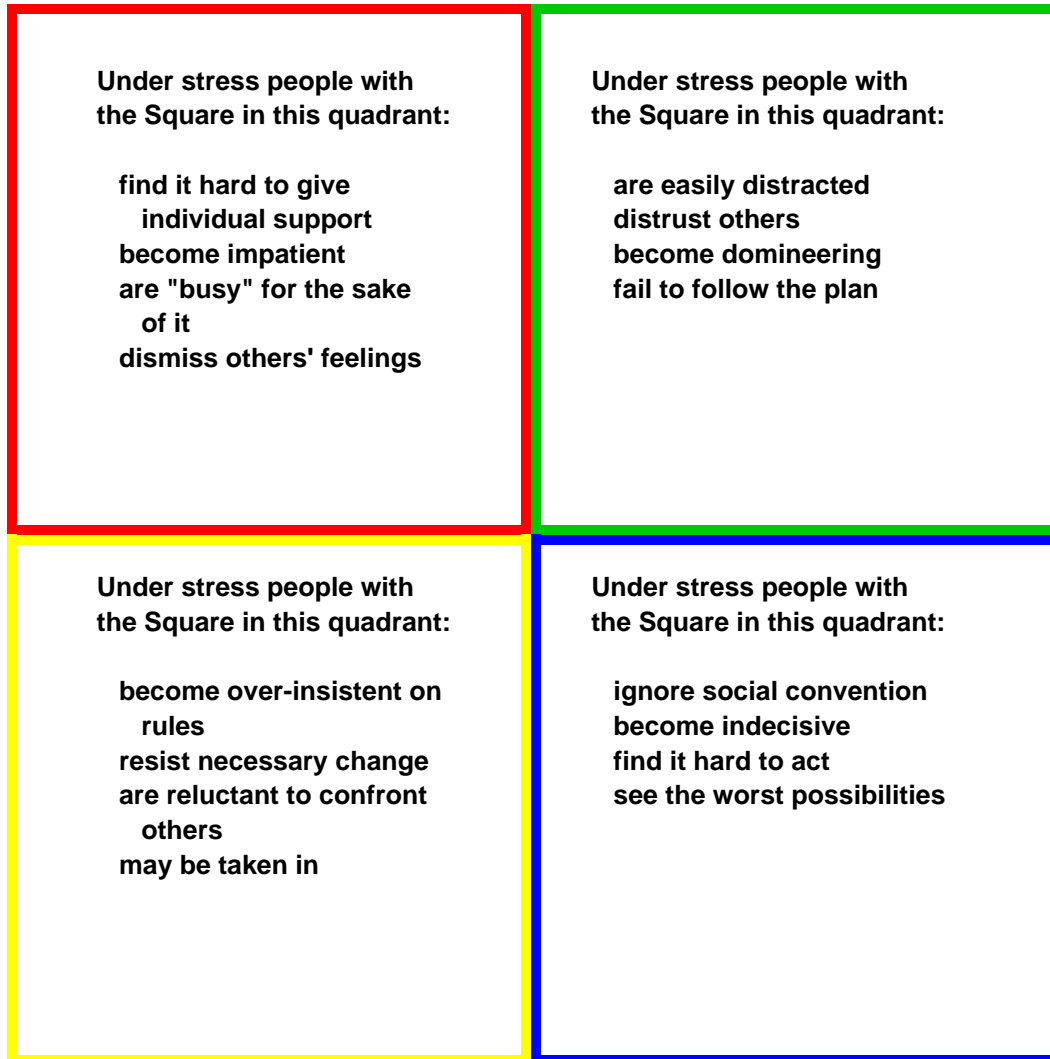
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**Your YELLOW Circle shows that you are most comfortable when people:**  
**exhibit an organized work style**  
**don't interrupt others unnecessarily**  
**are democratic rather than assertive**  
**encourage trust and fairness**  
**invite input**

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## Page 7: Stress Leadership Style

The Square describes your Stress Leadership Style -- your leadership style when your needs are not met. People with the Square toward the top of the Grid may become too forceful and outspoken under stress. People with the Square toward the left of the Grid may become detached and analytical under stress.



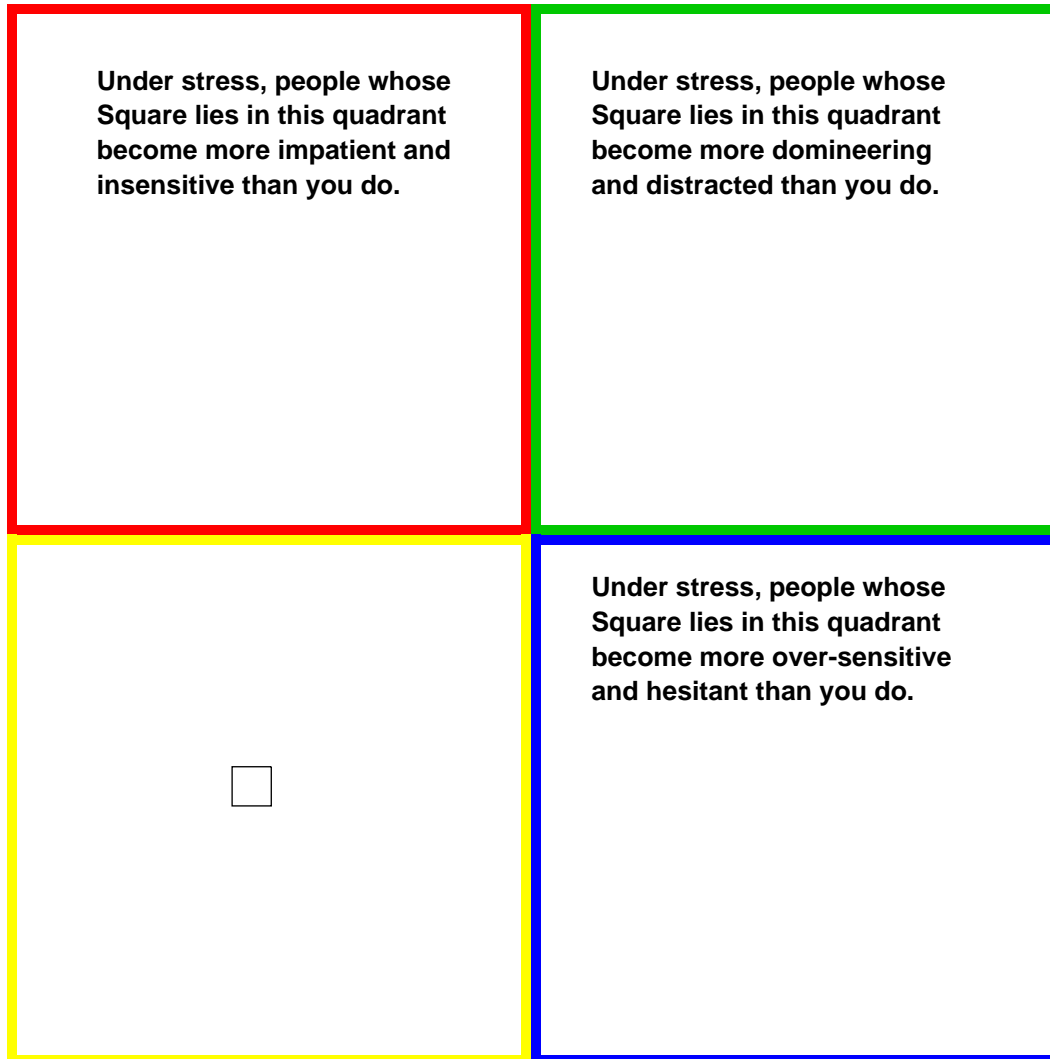
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People with the Square toward the bottom of the Grid may become withdrawn under stress. People with the Square toward the right of the Grid may become subjective under stress.

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## Page 8: Your Stress Leadership Style

Your Stress Leadership Style is described by the Square. Your Square is in the YELLOW quadrant. When people don't offer you the support you need, you may become inflexible and resist change.



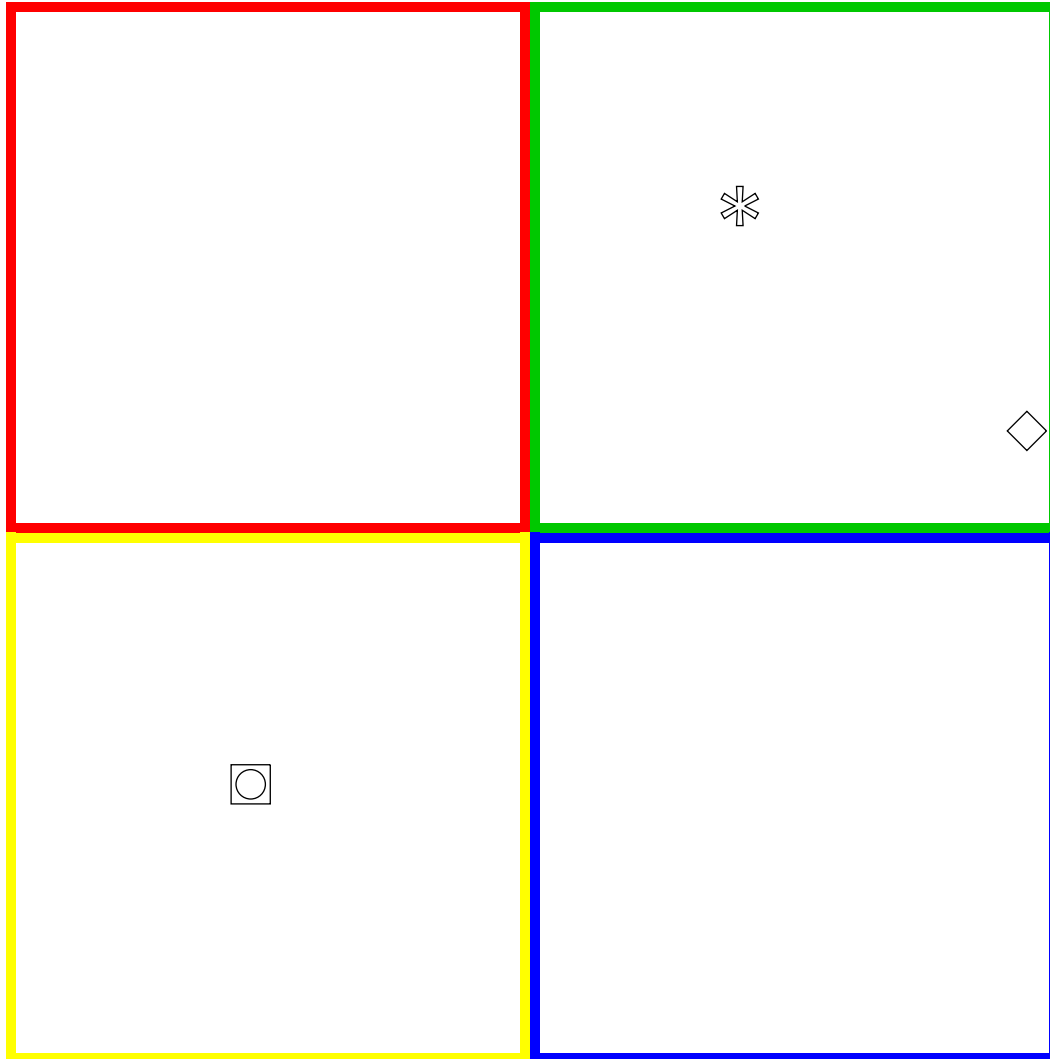
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**Your YELLOW Square shows that your stress behavior may include your being:**  
over-controlling  
resistive to change  
conforming  
quietly resistive  
rigid




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## Page 9: Your Leadership Style Grid

This page provides a summary of the information presented in the preceding pages. The characteristics of your Asterisk, Diamond, Circle and Square are described below.



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-  **(Green):** Your goals as a leader have a very people-centered emphasis, involving presenting ideas and influencing the thinking of others.
-  **(Green):** When you are leading effectively, you tend to be persuasive and insightful.
-  **(Yellow):** To lead most effectively, you generally respond best to people who are orderly and consistent. Under stress, you may become resistive to change and inflexible.