



## Leadership Model

### HOW YOU LEAD



### WHAT YOU LEAD





## Behaviors

**FORCEFUL**  


**Take charge**

- 1 In control
- 2 Assumes authority
- 3 Gives direction
- 4 Steps in

**Decisive**

- 5 Takes a position
- 6 Speaks up
- 7 Decisive
- 8 Doesn't back down

**Demanding**

- 9 Pushes people hard
- 10 Expects a lot
- 11 Gives critical feedback
- 12 Holds people accountable

**STRATEGIC**  


**Direction**

- 1 Thinks strategically
- 2 Zooms out to see the big picture
- 3 Externally aware
- 4 Looks ahead

**Expansion**

- 5 Takes risks
- 6 Growth-oriented
- 7 Entrepreneurial
- 8 Builds capacity

**Innovation**

- 9 Question the status quo
- 10 Early adopter
- 11 Creative
- 12 Encourages innovation

**ENABLING**  


**Empowering**

- 1 Empowers
- 2 Delegates
- 3 Hands-off
- 4 Stands back

**Participative**

- 5 Asks for input
- 6 Listens
- 7 Participative
- 8 Open to influence

**Supportive**

- 9 Shows empathy
- 10 Coaches people
- 11 Shows appreciation
- 12 Gives people a chance

**OPERATIONAL**  


**Execution**

- 1 Drives for results
- 2 Zooms in on tactical details
- 3 Internally focused
- 4 Jumps on problems

**Focus**

- 5 Conservative about risk
- 6 Practical about change
- 7 Focused on priorities
- 8 Contains costs

**Order**

- 9 Relies on what works
- 10 Disciplined
- 11 Structured
- 12 Follows up