**Leadership Compass Worksheet**

Read the following statements. Put a check next to the statements that apply to you. When you are done, the facilitator will share the answer key with you to reveal your leadership style.

\_\_\_ 1. I make space for everyone to be heard and to be engaged in the work

\_\_\_ 2. I am a good listener and have strong facilitation skills

\_\_\_ 3. I avoid conflicts

\_\_\_ 4. I pay attention to the values of a group

\_\_\_ 5. I focus on process instead of goals

\_\_\_ 6. I am sensitive to people’s individual feelings

\_\_\_ 7. I don’t like to take risks

\_\_\_ 8. I have excellent planning and documentation skills

\_\_\_ 9. I am very detail oriented

\_\_\_ 10. I have a tendency to over analyze

\_\_\_ 11. I am sometimes insensitive to people’s passions

\_\_\_ 12. I high standards for work products

\_\_\_ 13. I sometimes have a hard time making decisions when faced with many options

\_\_\_ 14. I like challenges

\_\_\_ 15. I persevere through obstacles

\_\_\_ 16. I sometimes overlook process

\_\_\_ 17. I am decisive

\_\_\_ 18. I am good at organizing and motivating people for action

\_\_\_ 19. I am often argumentative

\_\_\_ 20. I am often impatient

\_\_\_ 21. I am good at seeing the big picture

\_\_\_ 22. I sometimes lose sight of process and details

\_\_\_ 23. I am innovative

\_\_\_ 24. I like problems solving

\_\_\_ 25. I have difficulty sustaining passion after initial enthusiasm dies down

\_\_\_ 26. I am willing to experiment

\_\_\_ 27. I struggle to follow through

**Leadership Compass Handout**



What’s your leadership style?

What’s the leadership style of other people on the team?

Which groups of traits best represents how you like to work?

Most people have elements of more than one style but there is one dominant style. No trait is better or worse than another trait, just a different style.

**NORTH (Mobilizer) *(numbers 14-20)***

* Likes challenges
* Perseveres through obstacles
* May overlook process
* Decisive
* Good at organizing and motivating people for action
* May be argumentative
* May be impatient

**EAST (Visionary) *(numbers 21-27)***

* Good at seeing the big picture
* May lose sight of process and details
* Innovative
* Likes problems solving
* Has difficulty sustaining passion after initial enthusiasm wanes away
* Willing to experiment
* Struggles to follow through

**SOUTH (Nurturer) *(numbers 1-7)***

* Makes space for everyone to be heard and engaged in the work
* Good listening and facilitation skills
* Avoids conflicts
* Observant of group values
* Focuses on process instead of goals
* Doesn’t like to take risks
* Sensitive to people’s individual feelings

**WEST (Teacher) *(numbers 7-13)***

* Excellent planning and documentation skills
* May be averse to risk
* Very detail oriented
* Tendency to overanalyze
* Maybe insensitive to people’s passions
* High standards for work product
* May have a hard time making decisions when faced with many options