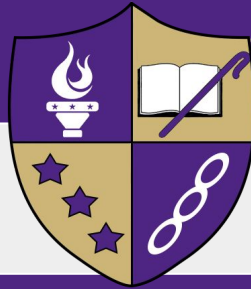


Leadership Compass

“When I dare to be powerful - to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.” - Audre Lorde



75%

Teamwork & Collaboration
as “very important”

86%

Workplace Failures

97%

Lack of Team Alignment



Objectives

- Reflect on our own individual work style and identify areas for personal growth
- Deepen our appreciation for everyone's different work style
- Understand how our own approach affects team functioning and the need for a variety of approaches
- Explore personal characteristics and leadership styles to enhance our abilities to work collaboratively
- Enhance Chapter operations and relations through a deeper understanding of one another



What is Leadership Compass?

- Native American Medicine Wheel
 - Warrior, Healer, Visionary, Teacher
- The Four-Fold Way - Angeles Arrien
- Learnable Qualities to become Whole



Impact of Leadership Compass

- Self-Awareness & Development
- Appreciation of Differences
- Boost Collaboration
- Communicate Effectively
- Increase Productivity
- Gain Trust & Understanding
- Emotional Intelligence
- Leadership Skills



Completing the Assessment

- Word that describes you more often
 - North and South
 - East and West
- Total Each Letter
- Results
 - Highest Total - Dominant
 - Second - Subdominant
 - I.e. North East, East North

Personal Leadership Development: Leadership Compass
Self-Assessment
For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times).

Are you more North or South?

a. Confident	a. Goal-centered	a. Bold
b. Helpful	b. People-centered	b. Supportive
a. Self-reliant	a. Initiator	a. Productive
b. Understanding	b. Listener	b. Faithful
a. Fast-paced	a. Determined	a. Self-starter
b. Easy-going	b. Unselfish	b. Volunteer
a. Independent	a. Straightforward	a. Opinionated
b. Team player	b. Patient	b. Sensitive
a. Decisive	a. Result-focused	a. Challenger
b. Diplomatic	b. Relationship-focused	b. Mediator
a. Assertive	a. Hardworking	a. Doer
b. Non-confrontational	b. Friendly	b. Communicator
a. Competitive	a. In-charge	a. Deadline-driven
b. Cooperative	b. Generous	b. Values-driven
a. Leader	a. Task-oriented	a. Achiever
b. Loyal	b. Peace-oriented	b. Caregiver

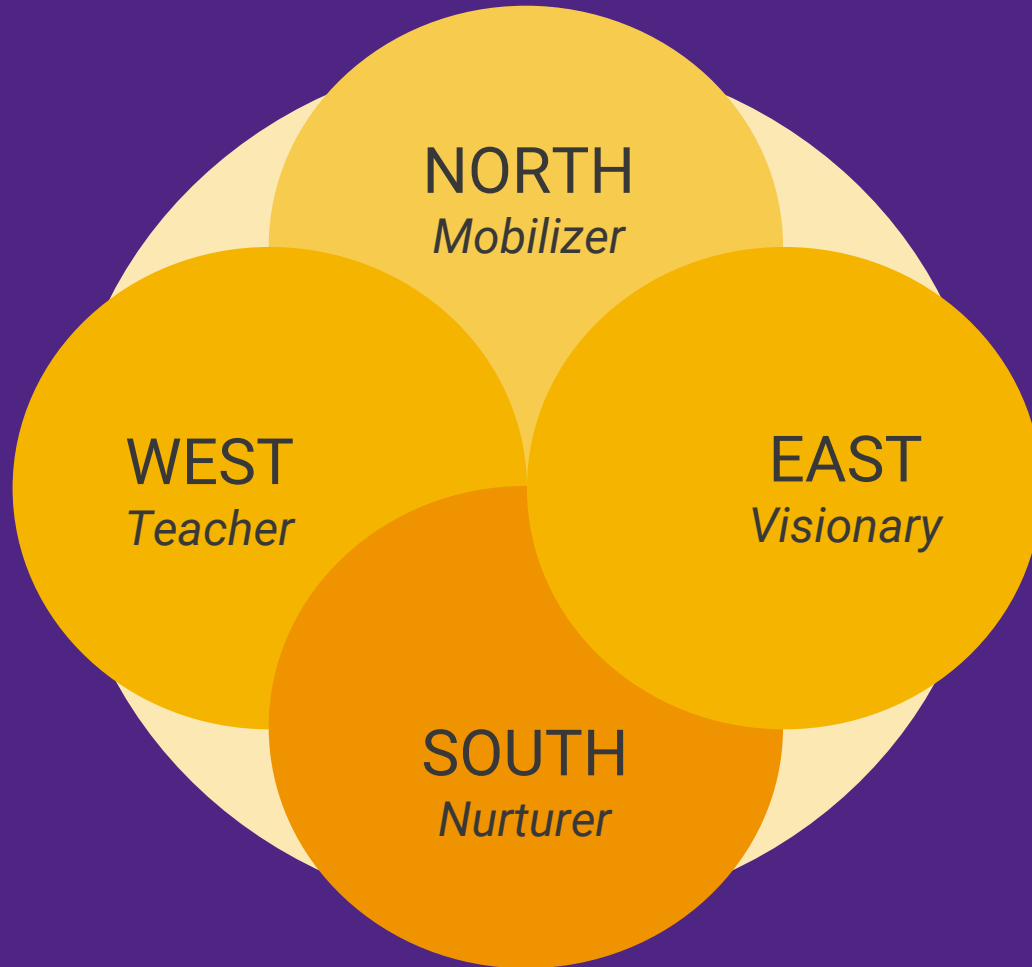
Total # of A's _____ (North) Total # of B's _____ (South)

Are you more West or East?

c. Organized	c. Factual	c. Cautious
d. Creative	d. Fun-loving	d. Open-minded
c. Structured	c. Analytical	c. Finisher
d. Flexible	d. Cheerful	d. Motivator
c. Quality-centered	c. Consistent	c. Rule-follower
d. Idea-centered	d. Versatile	d. Option-provider
c. Logical	c. Serious	c. Systematic
d. Visionary	d. Humorous	d. Carefree
c. Reserved	c. Efficient	c. Precise
d. Innovative	d. Dreamer	d. Inventive
c. Planner	c. Reliable	c. Persuasive
d. Spontaneous	d. Delegator	d. Adventurous
c. Perfectionist	c. Industrious	c. Accurate
d. Free-spirited	d. Improvising	d. Adaptable
c. Traditional	c. Persistent	c. Protocol-focused
d. Risk-taker	d. Imaginative	d. Methods-focused

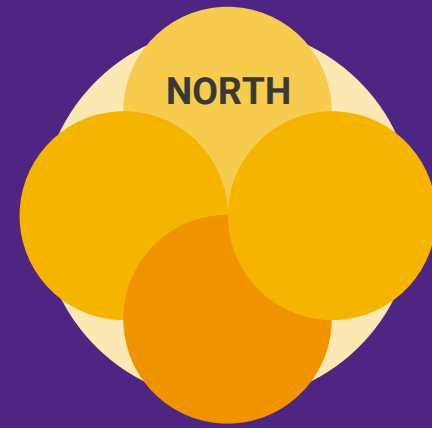
Total # of C's _____ (West) Total # of D's _____ (East)





North - Mobilizer

- Plan into Action
- Assertive, Active
- Face Paced
- May Overlook Process
- Likes Challenges
- The Goal is the Priority
- Motivating to Act
- Variety
- Motivated by Competition
- May be Argumentative
- “Do it now!” “I’ll do it!” “What’s the bottom line?”



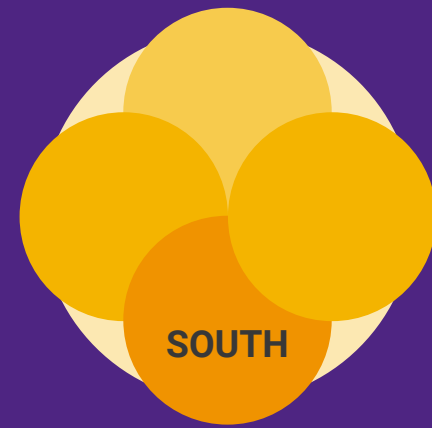
East - Visionary

- Sees the Big Picture
- Innovative, Creative
- Idea Oriented
- Likes Problem Solving
- Insights into Mission & Purpose
- May lose Sight of Process & Details
- Motivated by Freedom
- “Option,” “Possibility,” “Imagine,”



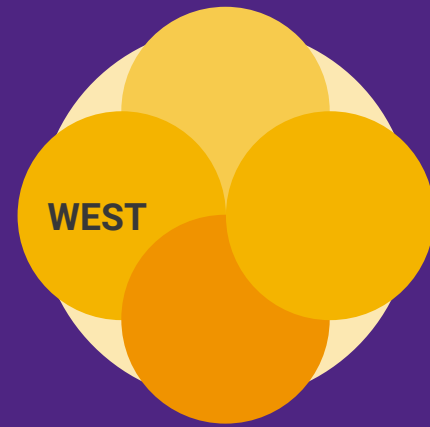
South - Nurturer

- Makes Space for Everyone
- Patient & Generous
- Good Listener, Supportive
- Receptive to Thoughts & Feelings
- May lose Track of Time
- Avoids Conflict
- Doesn't like to take risks
- Team Player
- "Right," "Fair"

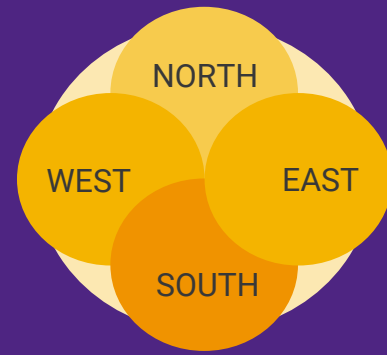


West - Teacher

- Do it Right
- Organized, Detailed Oriented
- Excellent Planning & Documentation Skills
- Practical & Thorough
- May be Seen as Insensitive
- High Standards
- Follows Procedures/Guidelines
- Can be Indecisive
- Motivated by Finding Flaws
- “Objective,” “Analysis”



Group Discussion



- What are the strengths/assets of your direction?
- What are the limitations of your direction?
- How do the other directions relate to yours?
 - Where could potential conflict happen?



Understanding Differences

Respect & Understanding

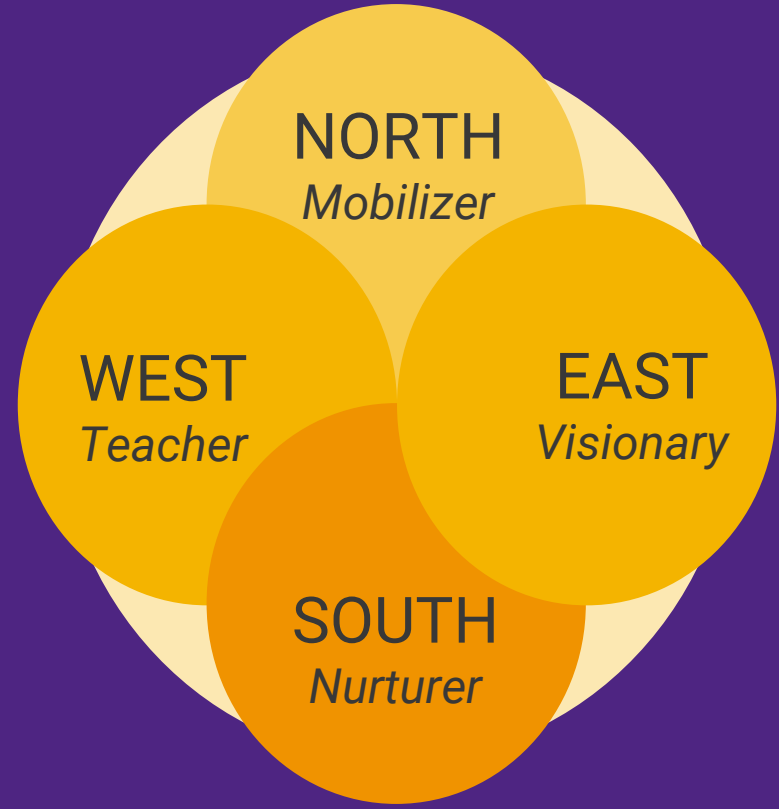


Communication & Relationship

- Mutual place
- Play into each other's strengths
- Approach ideas and situations differently
- Better communicator & team player

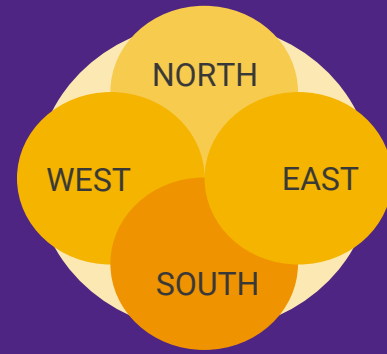


Working Together



What can be lost?

- North: Patience
 - Struggles with Delegating
- East: Focus
 - Struggles with Follow Through
- South: Action
 - Struggles with Goal
- West: Time
 - Struggles with Momentum



Finding Balance



The Leadership Process

Ideation (East)

Good at thinking
up new ideas
and plans that
help move the
work forward

Relationships
(South)

Good at helping
people to do
their best

Process (West)

Good at
analyzing
information and
situations

Results (North)

Good at getting
people excited
and committed
to working on a
project



What are specific tasks and actions that each direction could do that would best showcase their strengths?

Ideation (East)

Good at thinking up new ideas and plans that help move the work forward

Relationships (South)

Good at helping people to do their best

Process (West)

Good at analyzing information and situations

Results (North)

Good at getting people excited and committed to working on a project



Evaluating the Process

- Vision (East)
 - What was the vision of what we wanted the project to look like?
 - How did we imagine and look at everything that was possible?
- Relationships (South)
 - How did people in the group relate to each other?
 - How did individuals identify with the group?
 - What did people feel about the project and their participation and contribution?
- Process (West)
 - How did we do the project?
 - What was our plan and how did we come up with it?
 - How as the project supervised and evaluated?
- Results (North)
 - How well did we complete the project?
 - Which success criteria of the project did we meet?

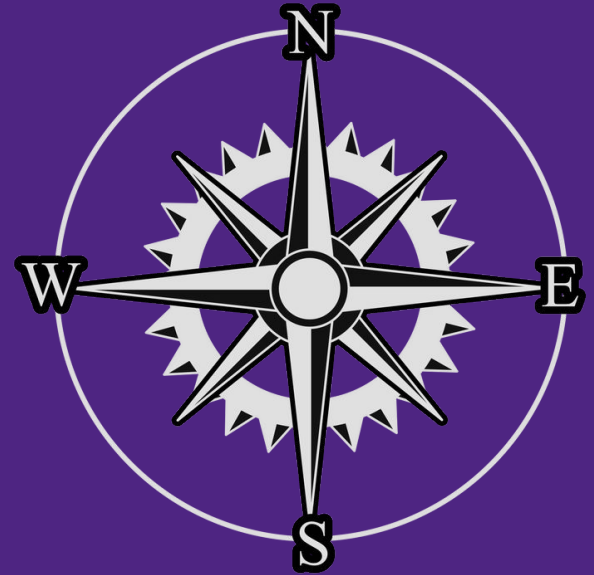


Positive Change in your Chapter

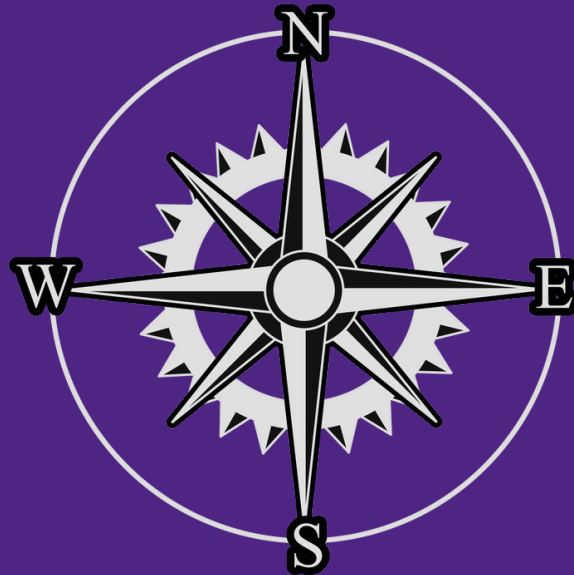
- How can the knowledge of Leadership Compass increase the opportunity for collaboration across your Chapter?
- How can Leadership Compass help you to improve communication between Members in your Chapter?
- How can Leadership Compass be applied to further our value of being an inclusive and diverse organization?



Personal Reflection (page 10)



How can your Chapter use Leadership Compass?



Next Steps

Recommended Leadership in Action Modules

- The Art of Effective Communication - Communicating By Style
- The Art of Effective Communication - Exploring Your Communication Style
- The Team Foundation - The Winning Combination

phisigmapi.org/requestamodule

