

# Leadership and Management Styles Report

Understanding a Person's Preferred Approach to Leading and Managing People









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Approach to Leading and Managing People

## **Applications**

The Leadership and Management Styles Report explores a person's preferred style of leading and managing others with detailed coaching advice and insights. Ideal for:

Leadership Development Helping leaders understand their preferred style of leadership and how to optimise their performance in the workplace.

**1 to 1 Coaching** Supporting managers and leaders in understanding how they impact others and how to manage others more effectively.

Identifying Leadership Potential Helping team leaders and individual contributors within the organisation explore their future leadership and management potential.

**Development Centres** This TSTI report provide a rich source of information to support other data gathered during a development centre.

**Cultural Change** Change needs to be driven from the top. Exploring managers and leaders preferred style of leadership can help them make changes to their style to suit the organisation future direction and expected behaviours.

#### **Benefits**

**Better Leaders and Managers** Leaders and managers who are more self-aware and able to harness their authority and skills more effectively.

**Improved Leadership Succession** Managers and junior leaders can assume new roles with greater self-awareness and confidence.

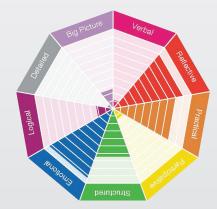
Quick and easy Completed in 15 minutes.

#### **Administration**

Secure online administration using the Talent Strengths online assessment system or using our Bureau Service.

### The Report

The report is anchored by well-established leadership models covering both leadership and reporting (subordinate) styles. Further insights are extracted from a person's facet profile, delivering a sophisticated level of detail unrivalled by any type indicator.



		Low Preference	Moderate Preference	Clear Preference
Verbal Preference	Valuing interaction with others and hearing explanations to gain information. Preferring regular feedback and interaction to develop ideas and assimilate information.	0		
Reflective Preference	Prefers time to review information without undue distraction or interruption. Likes to collect facts and details together before making judgements or decisions.			- 89
	Those with a practical preference like adopting proven ways of doing things. They prefer topics and activities that involve applying prior knowledge to learning and practical problem solving.			80
	Likes to engage in group activities as part of learning. This may be through team activities or working in discussion groups. People with this preference value the opportunity to contribute in a group and engage in debate as a means of learning.	(A)		
Structured Preference	Having a preference for structure and predictability when learning new things.		69	
Emotional Preference	Having a preference for using personal feelings, experience and values as a basis for evaluating new information or arguments.			
Logical Preference	Preference for using logic to evaluate and make decisions. Viewpoints and learning are developed through critical analysis and asking probing questions to clarify judgements.	<b>a</b>		
Detailed Preference	Prefers to focus and check that details are correct and accurate. Focus is on the here and now and less on the wider possibilities.	0		
Big Picture Preference	Prefers to look at the situation and at concepts in overview, considering the wider possibilities without too much focus on specific details.	<b>3</b>		

The report also includes information about their Team roles, Creativity Lens preferences and Communication Style. As with all the TSTI reports, a summary profile of the person's global and facet types is provided.

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