



Leadership & Management Style

for **Monica Smith**

© Self Awareness LLP | www.selfawareness.org.uk

This report is designed as a motivational coaching document to be used with Monica's Self Awareness Group Leader when a review of style, skills, attitude and results is required. This self assessment data is presented against a generic set of headings which summarise key aspects of management tasks. The report assumes a base level of self awareness, maturity and DISC knowledge.

Summary: Monica has an interested and confiding style; likes to influence situations and is relaxed and supportive. She is persuasive; knows what she wants and is outwardly very confident. Monica shapes her environment by recruiting and involving others. She likes to solve people issues and achieve genuine, high profile solutions.

Details: Monica likes to motivate and mould; keeping her focus on the person. Knowledge and concentration are qualities which Monica values in others. She likes to get deeply involved in one project at a time but may not have enough time to analyse all the facts; preferring to stick to people issues.

Planning: Monica will plan well; her political and social nature will mean that she includes and motivates all involved. Monica will follow through well and should be comfortable sticking to a plan or, provided there is recognition at the end of it.

Decision Making and Problem Solving: Monica is an optimistic supporter of ideas who has a natural drive to help out. Decision making can be instinctive and emotional due to the need for approval. Monica will not like to compromise and she may jump to conclusions. Whilst genuinely concerned and interested, she may delay tough decisions if they compromise status or relationships.

Sales and Marketing: Being outgoing and gregarious gives Monica has an ability to persuade using charm i.e. a persuasive and eloquent sales style. She has the scope to spot an opportunity and prefers tried and trusted solutions. Promotion and PR are great strengths.

Managing Stress: Monica has natural empathy; she prefers to make sure that all is well with colleagues. Also, Monica likes to relax with social time. She likes to be able to organise and appreciates the freedom to build new relationships.

R&D: Monica is aware that progress and change are necessary, but is usually dissatisfied with the means by which this is achieved. Change does not always take account of how people feel; her preference is for inclusive discussion before a plan is made.

Approachability: Warm and confident, Monica will be open, friendly and mature for most of the working day. Under pressure she uses influential people skills to achieve the outcomes that she wants.

Tough Moments: Monica uses a combination of charisma, determination, flair and tenacity under pressure to great effect.

Delegating: Monica will happily delegate tasks to trusted people; the approach will be to involve and motivate a group and then move sequentially on to the next task in the plan. Monica may lose sight of personal goals by getting wrapped up with people and situations.

Communication: The indications are that Monica will create convincing first impressions on other people and enjoys using language for effective communication. She has the ability to inspire trust by really listening. Communication is positive and relaxed. Monica is likely to have a friendly approach; trusting and accepting things at face value.

Creativity: Monica's creativity will shine when she clearly understands the nature of a task and the part that she plays within it.



INFLUENCER
Friendly, Gregarious, Charming
& Charismatic

Operating Alone: Monica is a natural people person and strives to gain the approval and encouragement of others. Too little interaction can lead to her losing confidence.

Leadership Style: Monica has an open, friendly disposition which puts people at ease. She will be best suited to leading specialist teams that work in trusted and appreciated areas of the organisation.

Teamwork: Monica will naturally try to nurture a team, using that genuine, positive and supportive approach. Fairness and recognition will be required when setting team goals.

Building Productive Relationships

Indications are that Monica has an interested and confiding style; likes to influence situations and is relaxed and supportive. Therefore the nature of relationships with the different DISC types, (and suggestions to maximise outcomes) are as follows...

With **Drivers** - Drivers will respond to Monica's open and positive attitude. D's will respect Monica's tenacity and her ability to demonstrate success over time. She should remember to be serious and direct.

With **Influencers** - Influencers often talk about emotions. They trust people and make great first impressions on each other. The relationship will benefit from Monica being entertaining and fast paced.

With **Steadiers** - Steadiers are open and easy to approach. They will listen and do useful follow up research, but may be seen as slow to respond or woolly when making decisions. Monica should remember to listen, support and believe.

With **Calculators** - Calculators will usually be seen as frosty and sensitive. C's are not impulsive or easily persuaded into action. Monica must learn to respect their serious and task focussed nature, provide clear guidelines and give C's time for reflection.

