



Leadership & Management Style

for **Isla Rhodes**

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This report is designed as a motivational coaching document to be used with Isla'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: Isla has a logical, deliberate and purposeful style, which is helpful, approachable and comfortable with complicated tasks. She has the ability to make people trust and rely on her advice and she will attempt to direct a situation with empathy and tact.

Details: Isla has persistence and consistency to handle details with panache. This supports her specialist approach (usually based on experience and research) plus her ability to explain complicated subjects with clarity and vision.

Planning: Isla values planning highly and she has the ability to reflect on new experiences before building them into her methodology. She privately values a conservative approach, even though she is outwardly positive and open to new ideas.

Decision Making and Problem Solving: This sincere and tenacious person does not rush to judgement and quick decisions are not her style. This means that she prefers to consider alternatives and check how people feel, before she arrives at thoroughly pragmatic decisions.

Sales and Marketing: Isla makes a good first impression but prefers to support rather than take charge; as such she may not make the initial impact required in some sales roles. However if consultation and gravitas are vital parts of a sales offering then her style will support delivery.

Managing Stress: Formal and cooperative by nature, Isla does not often show stresses outwardly but she has strong feelings and a clear sense of injustice. She values the security provided by experience and knowledge in the workplace. Isla does not change her style under pressure, simply preferring to stick resolutely to the task. Do watch out for signs of bottling things up!

R&D: Isla sees the need for progress but new ideas will need to be checked out before they are trusted; her preference for due procedure and maintaining standards will mean that researching the facts before committing to action will seem natural.

Approachability: Conventional, considerate and formal, Isla will be supportive and approachable; the go-to person when you need to ask for help. Sometimes however, this private person may need time to herself. She may struggle to say no!

Tough Moments: Isla is usually cool under pressure. She slows down, trusts to tried and tested methodology and taps into experience and knowledge. She may need to discuss issues if time allows because of the need for inclusive strategies where everyone is aware of (and agrees on) a course of action.

Delegating: Isla will not easily delegate until she is sure that the task will be accomplished to her expectations; however she will patiently explain her requirements to colleagues so that they understand what is required.

Communication: The indications are that Isla will not only create good impressions on other people, but will, in addition, keep them supported on a long-term basis. Her communication style includes genuine listening skills, as well as her sincerity and an ability to get things done. Communication is likely to be positive and thorough in her area of expertise. Isla is likely to seek and respect the point of view of others.

Creativity: Reliance on proven techniques means that Isla's approach may not seem initially creative or dynamic. She is naturally risk averse but usually positive and open to new techniques. Ideas however must be thoroughly thought through and tested.



Operating Alone: Isla will happily work alone, comfortable in her knowledge and experience. She does not need too much interaction with colleagues but has a real need to be sincerely appreciated.

Leadership Style: Isla will lead a group by using her specialist knowledge, charisma and experience to great effect. She will not however naturally pioneer into the unknown or take unnecessary chances.

Teamwork: Isla's contribution to a team should focus on supportive delivery of specialist expertise as this is a great strength. Isla gets things done quietly and can get overlooked by not pushing these qualities forward.

Building Productive Relationships

Indications are that Isla has a logical, deliberate and purposeful style, which is helpful, approachable and comfortable with complicated tasks. Therefore the nature of relationships with the different DISC types, (and suggestions to maximise outcomes) are as follows...

With **Drivers** - Drivers will respond to Isla's quiet resolve and thoughtful demeanour, often mistaking these qualities for a lack of purpose. The relationship may not start well but given time, the attention to detail and strategic support Isla provides should be valued. She should remember that D's play to win.

With **Influencers** - Influencers may be perceived as overly emotional. From Isla's point of view they may not listen or take things seriously enough. She should bear in mind that status is very important to I's.

With **Steadiers** - Steadiers are open and easy to get along with. Isla should remember that S's prefer a cyclical nature to their work.

With **Calculators** - Calculators will usually be seen as formal and polite and they will respond to Isla's gravitas. The relationship will work well unless they compete/ overlap in areas of expertise. She should always provide C's with guidelines and limits.

