**Developing your**

**leadership style**

**Activity book**

**Understanding myself as a leader**

**Activity 1 – Who am I?**

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Using the results from the leadership diagnostic and personality profiling, please write a summary of findings below.

|  |  |
| --- | --- |
| **Findings from leadership style questionnaire(s)** | **Findings from personality profiling** |
|  |  |
| **From the results, please identify your strengths** | **From the results, please identify your weaknesses/ areas for development?** |
|  |  |

Following the summary above, please complete a reflection to assess the effectiveness of your leadership style and the impact for yourself and the organisation.

Things to consider:-

*How accurate do you think the results are? What have you learned from completing the questionnaires? Do you think you should be embracing other styles? What impact is your leadership style having on your team? Are there any drawbacks? How can the results be used for your own development?*

**Activity 2: My Leadership Development**

Using all the information and reflection from above, complete a personal SWOT analysis on where you perceive your leadership skills, capabilities and experience to be.

|  |  |
| --- | --- |
| Strengths (Internal) | Weaknesses (Internal) |
| *What do I do well? What are the strengths of my leadership style/ personality type? What works well for me as a leader?* | ***What are my areas for development? What are the drawbacks of my leadership style/ personality type that I could mitigate? What are my barriers?*** |
| Opportunities (External) | **Threats (External)** |
| *Are there any changes/ opportunities which would enable me to grow and develop my leadership?* | ***What is on the horizon that may challenge my development as a leader?*** |

**Personal Development Action Plan**

Use the activities you have completed to identify areas where you could improve your leadership approach. From this, formulate an Action Plan to develop your own leadership styles.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Area for development (Goal) | Specific action to be taken  (Objective) | Benefits of development (How will this improve your leadership and management) | Success Criteria  (How will you know you have been successful in achieving the objectives) | Target date | Monitoring and Review  (How will you monitor and review your progress) |
|  |  |  |  |  |  |
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