



Are You A Mediocre Leader?

Lead from your strengths

✓ **In the spirit of knowing yourself (and your management & communication style), answer these questions:**

- Do you make your expectations clear to others, and follow up to assure understanding and compliance?
- Do you set the overall direction of the organization and involve your team in filling in the details of the plan?
- Are you more of a visionary or more of a project manager?
- Are you more of a rainmaker or more of COO?
- How well do you listen?
- Do you tend to be more people oriented or zeroed in on the task and schedule?
- When an employee complains, are you more likely to challenge them to solve the problem or give them the solution?

✓ **In the spirit of knowing your team (and what motivates and drives them), answer these questions:**

- Do you assign a task to someone because you know they can do it or because you know they want to do it?
- Is failure a viable option when you hand off a new assignment?
- How much mentoring or guidance are you prepared to provide along with a new assignment?
- When two or more employees are not getting along, are you more likely to let them work it out, or dive in to solve the problem?
- Can you name each of your employees and at least two things that motivate them other than money or promotion?
- Of your employees who left voluntarily, did you ask them why they left?
- How do you encourage employee development?



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/// **Ways to think about your leadership capacity:**

- Is your company better off having you stick with business development or another function?
- Look to your senior managers for someone to take on a GM/COO type of role.
- Begin developing the next generation of leaders in your company.
- Go to the outside and find a leader for your company.

/// **Do you enjoy the leadership role, but are missing some tools or techniques to be great at it?**

- Consider engaging a coach to provide an objective evaluation of your style and an approach to improve.
- Ask a leader you admire to mentor you.
- Take a self-study approach by reading books, taking classes, and attending webinars.

/// **Are you a very good or great leader already? If so, then it's time to give back!**

- Consider becoming a mentor or coach to an up and coming leader or someone who is struggling with leadership within your own company.
- Begin your own regular series of internal "lunch and learns" to bring along a group of high potential leadership prospects.
- Consider an expanded role outside your own company for a local university, professional organization, host your own webinar, or even write a book!

Contact Strategic Talent Management today to discuss your leadership needs and how we can help solve your people challenges.



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