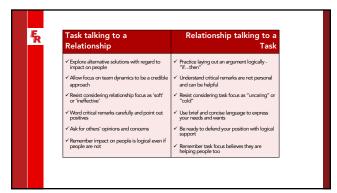
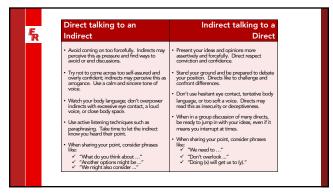


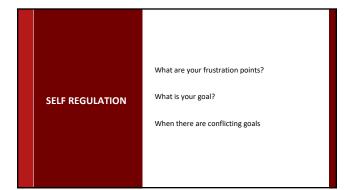
Task	Relationship
Focus is on completion of project, task at hand, goal attainment Often chigschie and can appear dispassionate with decisions See true or false in situations; black and white Fairness is treating everyone the same Enjoy being recognized for their results Decisions are made with strong consideration for the 'head'	Focus is on people involved, team dynamics, individual engagement Often subjective in decisions, striving to maintain harmony See good or bad in situations; many gray areas Fairness is treating everyone uniquely where they are Finy being appreciated for their contributions Decisions are made with strong consideration for the heart'





Direct	Indirect
You express yourself with assertiveness and conviction and, State your position on issues candidly and frariely Influence others with an assertive, direct approach Come across as self-assured and forceful Prefer to confront conflicts and openly debate differences	You influence others using strategy and diplomacy and, state your position on issues carefully and diplomatically Persuade others with a supportive and tactful approach Come across as approachable and unassuring Prefer to negotiate rather than argue or
Tend to "tell" rather than "ask" Present ideas with confidence, sometimes overstating them	debate differences Tend to "ask" instead of "tell" Present new ideas modestly, sometimes understating them









Leadership Core Competencies Ę › Communication Skills Team Building › Problem Solving Technically Competent Takes Ownership > Decisiveness › Conflict Management Strategic Thinking › Emotional Intelligence Honest and Ethical › Time Management Adaptability Positivity › Coaching and Mentoring Accountability › Relationship-Building Skills › Responsive to Stakeholders › Critical Thinking › People Management Skills Growth Oriented

14



"We're all more motivated to improve our talking skills than our listening skills. Yet our capacity to listen without defensiveness is perhaps the number one skill on which our success in our personal and work relationships depends."

Harriet Lerner



