

# 16 Leadership Personalities

2022 | AUG 23





# Session References & Credits:

## The Psychology of Change

Shawn Bakker – Psychologist with Psychometrics Canada

Presentation on Oct. 16<sup>th</sup> 2019

Institute for Performance and Learning



[Personality Types](#) ▾ [Premium Profiles](#) [Toolkits](#) ▾ [Teams](#) [Resources](#) ▾

[🔍](#) [🐦](#) [Log In](#)

[Take the Test](#)

## Personality Types

[Find Your Type →](#)



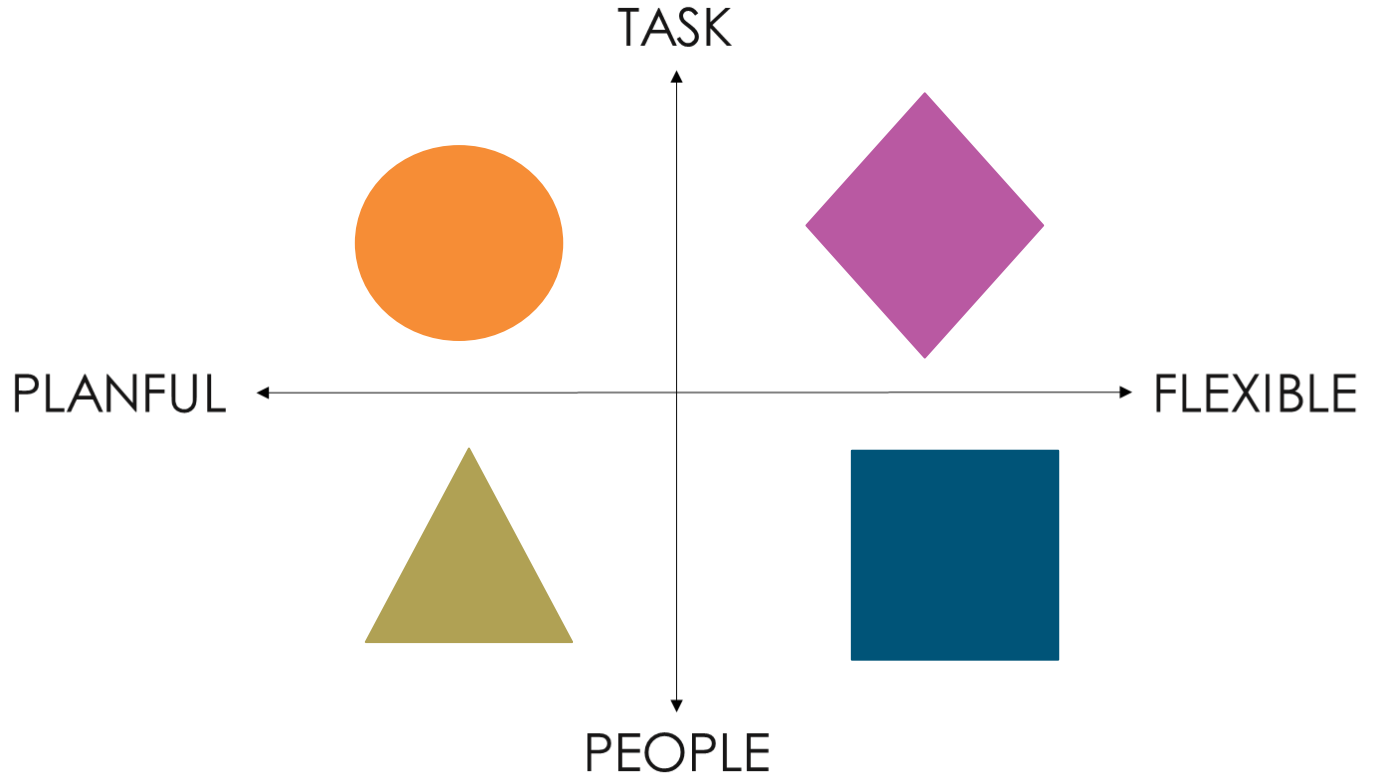
## Objectives:

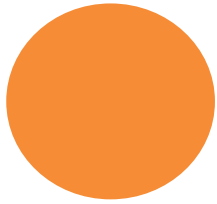
- Acknowledge that leaders look a lot of different ways
- Identify the unique qualities that make you a leader
- Develop strategies to leverage the strengths of female peers
- Develop strategies as a group to support each other to strengthen weaknesses

## NOT Objectives:

- Define you and limit you as professionals
- Give you information that can be misused for exclusion

# Leadership Styles





# INTJ, ENTJ, ISTJ, ESTJ

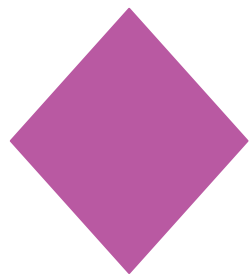
- +Organize and structure work, resources, and people to achieve goals.
- +Make decisions quickly and take quick action to implement them.
- +Take clear positions – people know where you stand.
- May decide too quickly and move to action before others are ready.
- May not see the impacts of decisions on others.

Analyst

Commander

Logistician

Executive



# INTP, ENTP, ISTP, ESTP

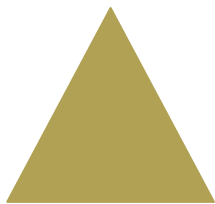
- +Seek out, analyze, and organize vast amounts of information.
- +Use a hands-off leadership approach, empowering others to act.
- +Flexible and tolerant of a diversity of workstyles and ideas.
- May not give others enough direction.
- May put off decisions for too long.

Logician

Debater

Virtuoso

Entrepreneur



## INFJ, ENFJ, ISFJ, ESFJ

- +Motivated by a vision that is based on values and the group's mission.
- +Solicit information and ideas from others, and include them in decision-making.
- +Strive for consensus and harmony.
- May focus on relationships to the detriment of task completion.
- May put off tough decisions and avoid confronting difficult people.

Advocate

Protagonist

Defender

Consul



# INFP, ENFP, ISFP, ESFP

- +Coach, encourage, involve and energize others.
- +Seek out and gather lots of information.
- +Stay flexible and respond quickly to changing environments.
- May change direction so quickly that you appear inconsistent.
- May resist structure and not appreciate others' need for systems and processes.

Mediator

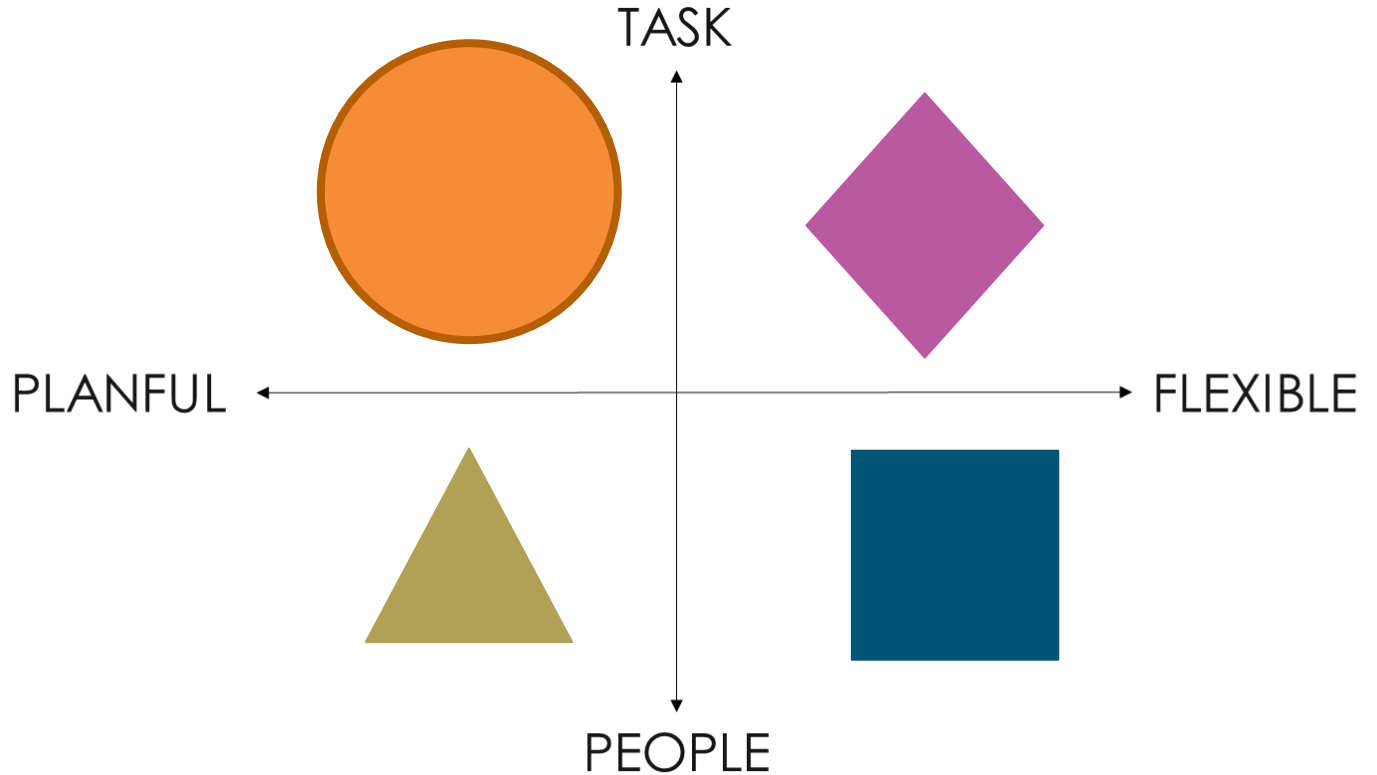
Campaigner

Adventurer

Entertainer



# 50% Managers





“

Change requires LEADERSHIP not  
MANAGEMENT

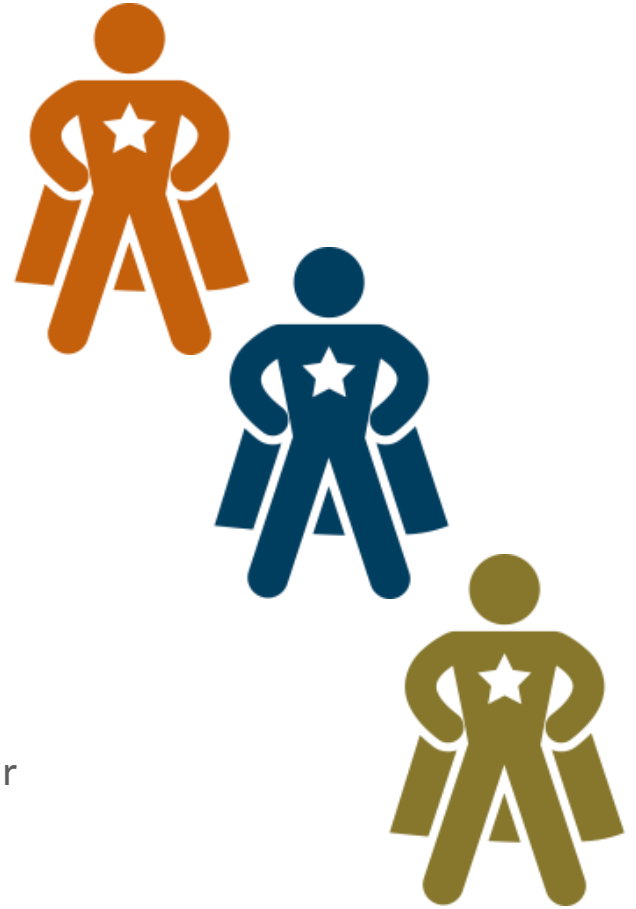
...And we need diversity in LEADERS to create  
change

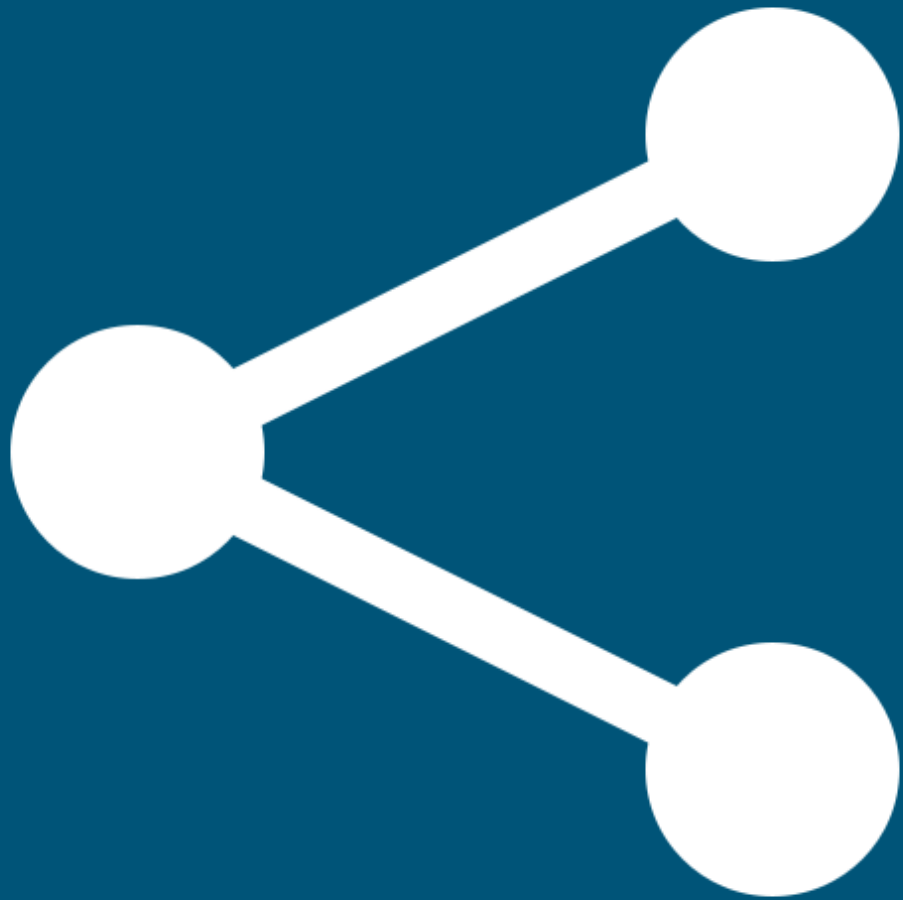
”

# Activity 1 (20 Minutes)

## Instructions:

1. In your group (or individually), review the personality that you most aligned with in the test.
2. Based on this and your unique personalities and traits, draw your superhero. Make sure to highlight your strengths and weaknesses.
3. At the end of this activity, you will jointly introduce your superhero to the larger group.







# Activity 2 (20 Minutes)

Instructions:

1. Revisit the different personalities in your group.
2. As a group identify group commitments to leverage groups strengths and support each other to address weaknesses. You will refer to these commitments each time you are doing group work.

# Commitments

Leverage Strengths			Areas to Grow		
Person	Strength	Tactic	Person	Growth Areas	Tactic

# Thanks!

Questions?