Your Leadership Style

In order to become the best leader possible, you need to embrace your leadership style. Many people try to fit into what they perceive to be the "ideal" leadership styles instead of using their own talents to their advantage. Doing so can be a great disservice to your team members as well as yourself; by operating outside of your natural abilities, you’re only causing stress and confusion for everyone involved.

Read through the leadership style, and notice which traits you recognize as your own predominant leadership techniques. Keep in mind that you might find yourself with strengths in more than one category. That's okay; in fact, most good leaders will adopt different leadership styles based on the situation at hand. The key is to always play up your strengths and those of your team, and allow yourself to adapt to different circumstances.

**The Arranging Style**

The Arranging Style consists of leaders who prefer to take charge of the situation at hand while focusing on each team member's performance. Arrangers tend to be:

- Outgoing
- Persuasive
- Optimistic
- Eloquent
- Energetic
- Passionate
- Group-oriented
- Performance-focused

Arrangers flourish in group environments, often calling brainstorming meetings to tackle challenges and obstacles as a team. An Arranger's favorite saying is "Two [or five, or ten] heads are better than one!"

*Arrangers should choose team members who are:* task-oriented and analytical. Because they're often spontaneous, Arrangers need people to keep them focused on the task at hand.

**The Assisting Style**

Assisters are also people-oriented but usually have a more easygoing attitude and a quieter approach to leadership than Arrangers. Assisters are typically:

- Patient
- Predictable
- Calm
- Supportive
- Sympathetic
- Conflict avoiders
- Great listeners
- Teamwork-focused
Assistors enjoy working with team members one-on-one to define each person's role within the group and then cheer each member on to successful goal completion. Assistors love to work on developing each team member in an effort to bring overall success to the group as a whole.

Assistors should choose team members who are: charismatic and outgoing. Assistors draw from their team members’ positive energy to help keep themselves moving toward the team’s vision and goals.

The Analyzing Style

Analyzers thrive when working within clear, defined rules. They're sticklers for detail and quality, refusing to let sub-par work go out on their watch. Analyzers are often:

- Obedient
- Self-sufficient
- Inquisitive
- Detail-oriented
- Highly adaptable
- Driven to excellence
- Reliant on clear expectations

Analyzers do best in environments where specific orders are passed along from management to the team members, who each have clear-cut duties to perform. Analyzers prefer to tell their team members exactly what should be done and even how to complete the task at hand with little to no group discussion or collaboration.

Analyzers can benefit from team members who are: compassionate and decisive. Sometimes analyzers are so focused on making the right decision that they have trouble making any decisions for fear that they'll make the wrong choice.

The Achieving Style

Achievers are highly focused on the results of their actions. They want to get things done now. Achievers tend to:

- Make quick decisions
- Take charge of any situation
- Focus on results
- Readily tackle conflict
- Take risks
- Enjoy fast-paced environments
- Break the rules as needed

For achievers, the end almost always justifies the means. Achievers are the people you always see on the go, making split-second decisions and powering through any obstacles that dare to cross their path. Achievers typically don’t stop to smell the roses; they’re too busy trying to cross the finish line.

Achievers can benefit from team members who are: people-oriented. Achievers can sometimes get so caught up in the end result that they lose track of the people who helped them reach their goals.