

LEADERSHIP STYLE DESCRIPTIONS

Visionary

- Can create an attractive picture of an attainable future
- Talks about the vision to anyone and everyone in such a way that people are moved to action
- Get people excited about the vision and reflect the vision by the way they live their life
- Opposition or obstacles get them more fired up and trying harder to reach the vision.
- Understands that to accomplish goals, they will need to raise people up that share those goals

Challenge: May or may not have the natural ability to form teams, align talents, or manage the progress. Need to have partners that are able to.

Directional

- Consistently makes the right critical decisions at key intersections where major shifts are required
- Wise and discerning when it comes to choosing the right path toward achieving the vision
- Assesses choices well based on the strengths, weaknesses, resources, opportunities, threats, people, and openness to change within an organization.

Challenge: Often overlooked, and so will have to build trust and respect in order to be in a place to be heard

Strategist

- Thinks up ways to make vision a reality.
- Takes a vision and breaks it down into sequential, achievable steps.
- Creates a pathway for how to do things that people can easily understand and get involved.
- Sees the bigger picture of how all the parts of the organization / group work together toward the same goals and aligns people in the same direction

Challenge: Often does not have the ability to bring the people and resources together that can carry out the strategy.

Manager

- Skillful at planning events and activities and organizing the people, processes and resources to achieve the desired outcome
- Creates order out of what others see as chaos, and move the organization towards it's goals
- Makes plans work smoothly and effectively.
- Good with details, scheduling, often money management.

Challenge: Lack vision and often creativity

Motivator

- Keeps people's energy level high - this is the cheerleader
- Knows when someone's morale is low and finds a way to lift their spirits, inspire, or encourage. Often give generously of their time.
- Honors others and celebrates their accomplishments publicly.
- Draw people to them and influences them naturally.
- Make people feel good following their leadership.

Challenge: Often underestimates what they bring to a team.

Shepherd

- Creates communities where people feel cared for well.
- Often described as good listeners, caring, hospitable, and trustworthy.
- Skillful at nurturing other's spiritual growth.
- Community is more important than the cause - will do anything as long as it involves bringing the community together.
- Seek to include others.

Challenge: Do not excel in casting vision or putting plans together. So moving people to an outcome can be a challenge.

Team Builder

- Creates teams that work well together.
- Has a supernatural insight into people that helps them to find the best place to use their gifts.
- Finds and brings together the right combination of people to accomplish a goal.
- Forms teams that have good chemistry and are highly competent.

Challenge: May or may not be skilled at managing the teams they arrange.

Entrepreneur

- Lives to start up new ministry ventures.
- Continuously come up with fresh ideas that they pour lots of energy and excitement into.
- Need to continuously give birth to new ideas - they are innovators.
- Get something up and running, then want to move on to the next thing.

Challenge: Never stick with any one thing for a long period of time. Do not have the ability to create the management team that will manage all they begin, so things will start, but sometimes meet their end too quickly.

Reengineer

- Skilled at taking struggling ministries / teams and turning them around.
- Think outside the box for ways to improve things.
- Analyzes and problems solves well - dig to find the original mission
- Love to patch up, tune up, and revitalize hurting teams / organizations
- Rescues many crumbling structures.

Challenge: Not always an easy fit into a team because the gift is not obvious until it is needed.

Bridge Builder

- The natural diplomat.
- Skilled at mediating conflicts, negotiating compromises, and creating unity among diverse groups.
- Values complexity and enjoys helping all the various components of a system or organization work together
- Bring different groups of people together to pursue the same vision or goal, often in the context of a large organization
- Help people get along with one another.

Challenge: Sacrifice vision for unity - avoid the conflict. Look to minimize the losses.