



# Personal Leadership Style Assessment

1. **One row at a time** rate each of the four terms appearing in the four boxes on each row.

Write the number **4** beside the word **MOST** descriptive of you.

Write the number **1** beside the word **LEAST** descriptive of you.

Write the number **3** beside the word second **most** descriptive of you.

Write the number **2** beside the word third **most** descriptive of you.

**It's Important** to use **All Four** numbers on each row. As in this **Example**:

3_ Carefree	4_ Determined	1_ Adaptive	2_ Analytical
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A	B	C	D
___ Carefree	___ Determined	___ Adaptive	___ Analytical, Systematic
___ Relational-- people-person	___ Productive	___ Dependent---want others to lead	___ Reflective
___ Idealist---dreamer, beyond facts	___ Optimist---it'll all work out	___ Realist ---give me facts, not dreams	___ Perfectionist
___ Impulsive	___ Domineering	___ Indecisive	___ Skeptical, Inquisitive
___ Approval oriented want others happy	___ Result-oriented	___ Compromising	___ Artistic
___ Undisciplined	___ Insensitive	___ Spectator	___ Rigid
___ Free-Wheeling-- easy-going, flexible	___ Organized	___ Cooperative	___ Creative
___ Emotional	___ Practical	___ Loyal	___ Moody
___ Restless	___ Volatile	___ Stubborn	___ Judgmental
___ Expressive	___ Efficient	___ Conservative	___ Sensitive
____+	____+	____+	____+ = <u>100</u> *

2. After you have rated all ten rows then **Total** each of the columns.

3. Transfer each column total to the appropriate **A,B,C,D boxes** on the **next page**

\* Accuracy Check: if the A,B,C,D column totals are correct then the four bottom row numbers will = 100.




# Shapes™ Personality Style Analysis

A = \_\_\_\_\_

**Extrovert**

B = \_\_\_\_\_

PEOPLE  
Get Along



**SQUIGGLY**  
C.R.M.  
Circus Ring  
Master

**Leads by Inspiring**

- ∞ Plays
- ∞ Projects
- ∞ Persuades

**Strengths:** Sociable, Wholehearted, Warm, Happy-go-lucky, Caring, Likable, Persuasive


**Weaknesses:** Can be - Unpredictable, Forgetful, Self-Centered, Undisciplined

**More Effective** at motivating others toward creativity.

**Less Effective** in situations in deal-line meeting and long-term planning.

more aggressive

assertiveness scale



**TRIANGLE**  
C.E.O.  
Chief Executive  
Officer

**Leads by taking Charge**

- ▲ Presides
- ▲ Produces
- ▲ Persists


**Strengths:** Self-sufficient, Steady, Practical, Problem Solver, Confident, Opinionated, Clear, Direction, Focus

**Weaknesses:** Can be---Annoyed, Unfeeling, Independent, Distant, Proud.

**More Effective** in situations in which clear action is required.

**Less Effective** in situations requiring collaboration and team work.

more passive



**CIRCLE**  
C.S.W.  
Clinical Social  
Worker

**Leads through Group Harmony**


- Compromise
- Cooperation
- Consideration

**Strengths:** Peaceful, Steady, Even-tempered, Competent, Conventional, Sympathetic

**Weaknesses:** Can be--Unsure, Spectator, Passive, Compromising, Cautious

**More Effective** in sensitive situations requiring calm, quietness, and care:

**Less Effective** in rapidly changing situations requiring quick in-charge responses.



**SQUARE**  
C.P.A.  
Certified Public  
Accountant

**Leads by Careful Planning**

- Data
- Details
- Delineation

**Strengths:** Thorough, Systematic, Artistic Perfectionist, Self-sacrificing, Perceptive

**Weaknesses:** Can be--Tedious, Irritable, Negative, Unfriendly, Unreasonable, Rigid

**More Effective** in careful, long-term planning, accuracy, and objective analysis.

**Less Effective** in situations requiring quick decision-making or flexibility.

C = \_\_\_\_\_

**Introvert**

D = \_\_\_\_\_

Get it Done  
TASK  
Do it Right