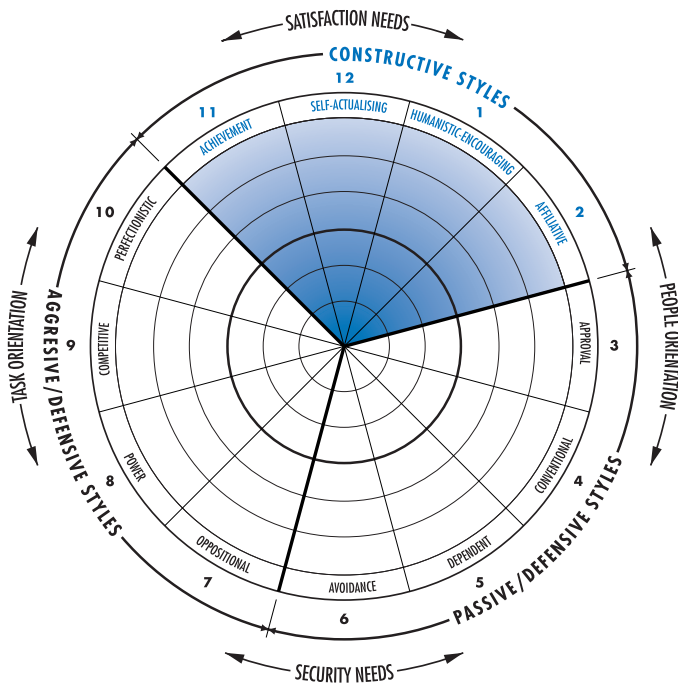
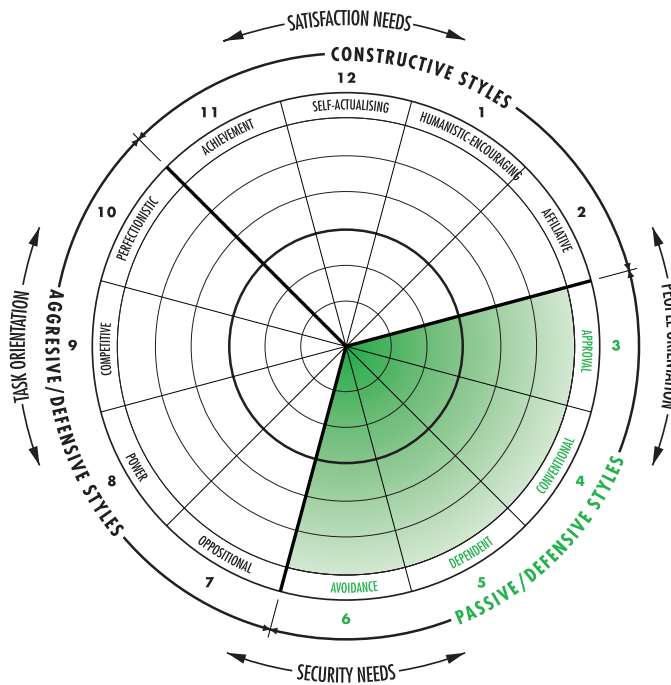


LEADERSHIP STYLES



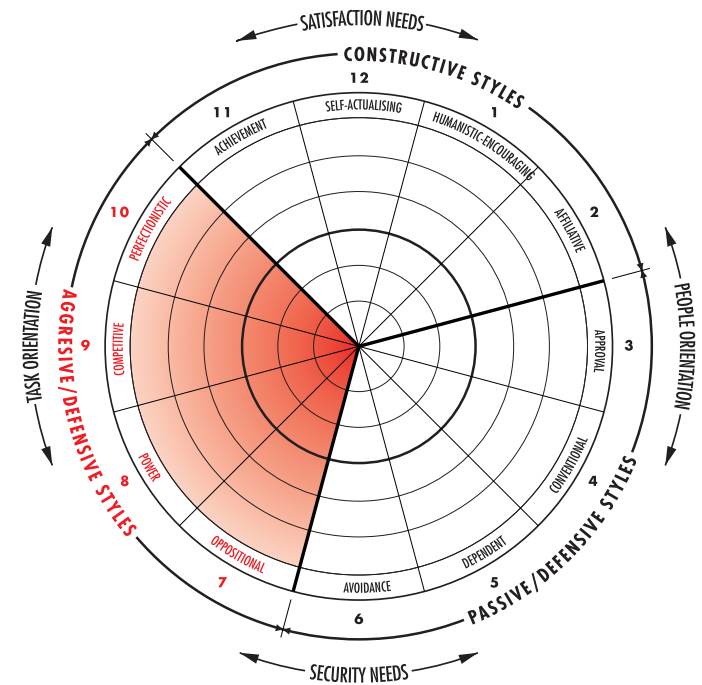
CONSTRUCTIVE

You believe your leadership strategies create the conditions that stimulate people's need for growth and achievement. You believe you encourage them to think and behave in ways that will enable them to satisfy those needs. These habits reflect a balanced concern for people and tasks, orientation towards the attainment of personal and organisational goals and a commitment to reaching those goals through co-operative effort.



PASSIVE/DEFENSIVE

You view yourself as having strategies that lead others to feel insecure or apprehensive, controlled and constrained and uneasy about interpersonal relations within the organisation. This reflects a concern for people rather than tasks, a tendency to subordinate yourself to the organisation and, paradoxically, the feeling that it is more appropriate to "play it safe" than take reasonable risks that are in the best interests of the organisation.



AGGRESSIVE/DEFENSIVE

You view yourself as having strategies that lead others to feel anxious about their status and influence, worry about how they look relative to others and fixate on short-term performance criteria. These habits reflect a concern for tasks at the expense of people, a tendency to place one's own needs over those of the organisation and an aggressive pursuit of one's own objectives rather than those of other members and units.