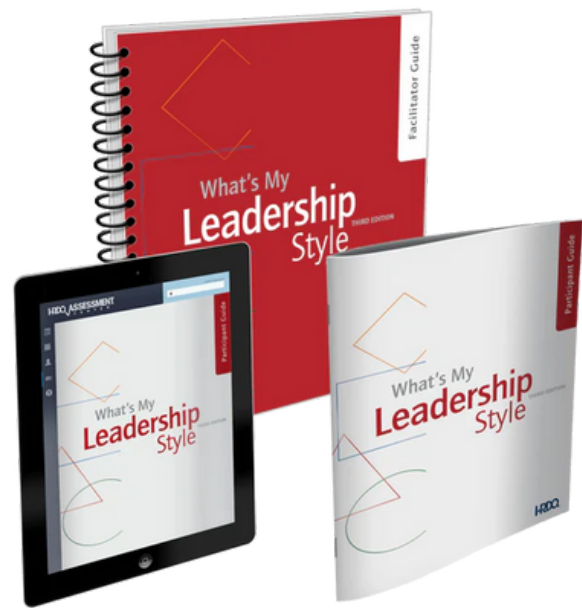


# FROM INSIGHT TO IMPACT: ELEVATING LEADERS WITH WHAT'S MY LEADERSHIP STYLE



## ABSTRACT

Southcoast, a prominent healthcare company, aimed to improve the skills of its leaders to create more harmonious teams, thereby increasing productivity, collaboration, communication, and unity. By utilizing *What's My Leadership Style*, Southcoast was able to equip its leaders with the self-understanding and the skills necessary to achieve their goals. *What's My Leadership Style's* actionable, quick-to-implement recommendations helped participants start changing their behaviors immediately. As a result, *What's My Leadership Style* has been incorporated into Southcoast's core leadership development program for over two years.

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## CHALLENGE

A leader's influence is far-reaching, and they can make or break an organization. Recognizing the importance of strong leadership skills across the organization, Southcoast, a healthcare company, sought to develop the skills of its leaders and elevate its organization's communication and collaboration, ultimately strengthening organizational performance and work relationships.

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## SOLUTION

Southcoast incorporated *What's My Leadership Style* into their leadership development program. *What's My Leadership Style*, one of HRDQ's bestselling leadership training solutions, helps organizational leaders, managers, supervisors, and employees improve and expand upon their leadership skills to become more effective leaders and employees; this research-based assessment does so by identifying their preferred leadership style and then providing key insights into the strengths and trouble spots of each style.

## LEARNING OBJECTIVES

By taking the self-assessment and completing the related workshop and training, participants will be equipped to do the following:

- Identify personal leadership styles
- Capitalize on style strengths
- Know how to minimize style trouble spots
- "Flex" their personal style to interact most effectively with others

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## PRODUCT HIGHLIGHTS

*What's My Leadership Style* is a validated assessment that quickly and accurately identifies a preference for one of four styles: Direct, Spirited, Considerate, or Systematic. Your style is determined by your differing levels of assertiveness, meaning how you influence others, and your levels of expressiveness, meaning how you control your emotions while relating to others.

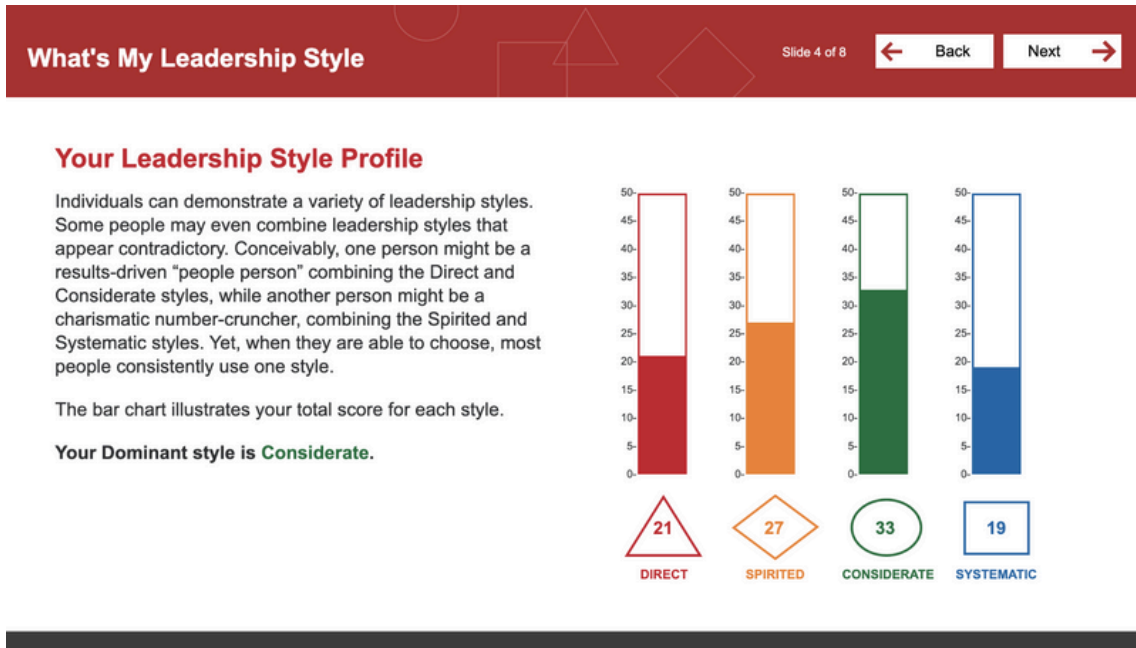
Presented with 20 pairs of actions relating to leadership behaviors and a limit of five points for each pair, participants distribute points between the two actions in each pair, indicating the degree to which they prefer either action when acting as a leader, as shown in Figure 1.

Figure 1: The Assessment

The screenshot displays the assessment interface with two rows of statements and a 0-5 point scale for each. The first statement is "1. When getting others to work toward a goal, I am likely to generate excitement." and the second is "2. When getting others to work toward a goal, I am likely to act decisively." Navigation arrows are visible at the bottom.

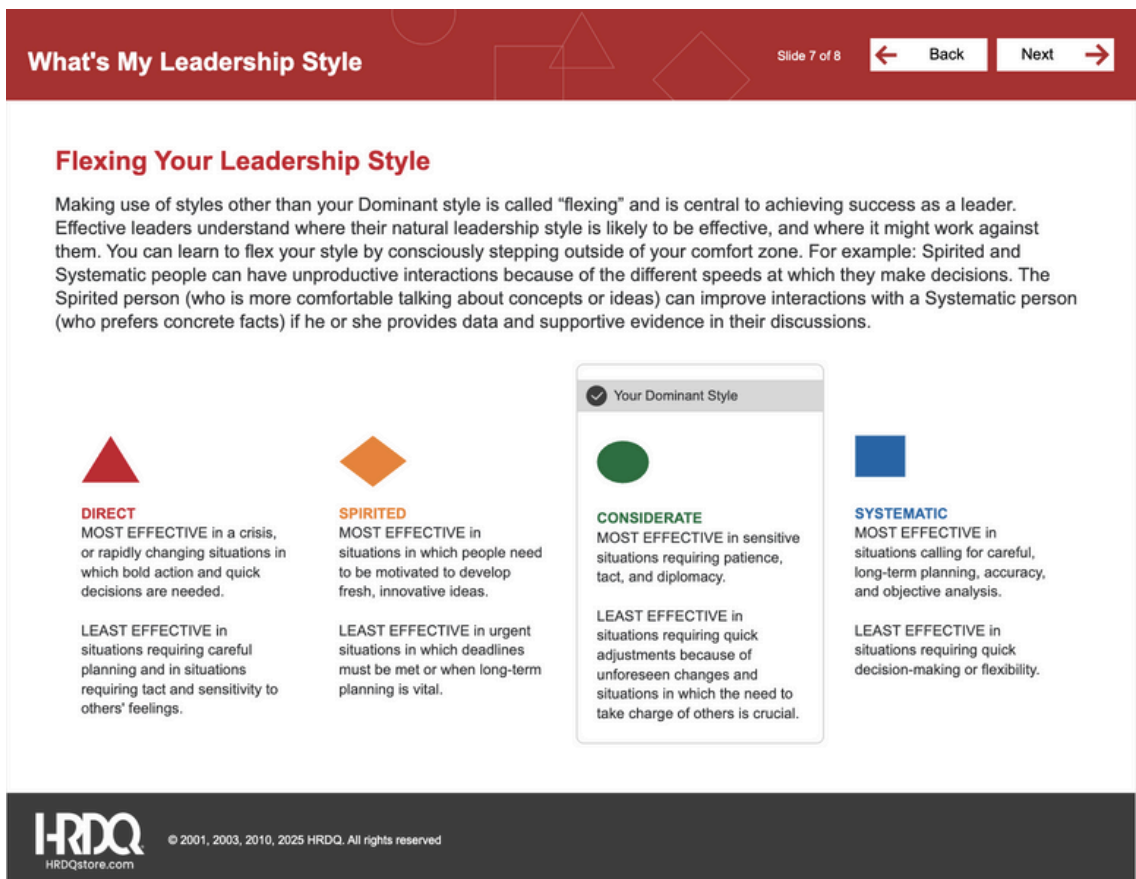
After scoring each pair, the results identify the learner's preferred leadership style, as shown in Figure 2.

Figure 2: Leadership Style Profile



Participants are then presented with a learner profile, as shown in Figure 3, that outlines the strengths and trouble spots of their dominant leadership style. The learner profile helps participants look into how their leadership behaviors help or hinder their success as a leader, as well as the impact of their style on others. The learner profile also sparks ideas for growth to continually improve their leadership skills.

Figure 3: Leadership Style Behaviors



The add-on instructor-led workshop for *What's My Leadership Style* provides a more in-depth overview of the strengths and trouble spots for each of the four different leadership styles. It also shows how to “speed-read” the styles of colleagues, allowing participants to flex their style to adapt to the needs of others. This inherently leads to fewer miscommunications and misunderstandings, allowing for greater cohesion

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## RESULTS AND BENEFITS

*What's My Leadership Style* is a powerful, research-based assessment that has helped thousands of learners understand and elevate their leadership style. By helping participants identify their dominant leadership style and recognize the styles of others, individuals and teams are equipped with the necessary tools to streamline processes, make better decisions, incorporate feedback effectively, and achieve organizational goals.

For Southcoast, implementing *What's My Leadership Style* has been transformative. It has resulted in measurable improvements in leadership performance and organizational communication and collaboration. It's easy-to-use resources and actionable insights have made it a staple in Southcoast's leadership development programs.

We have used the HRDQ *What's My Leadership Style* assessment as part of our core leadership development program here at Southcoast for over two years. This assessment has provided our leaders with insights into their own style and has helped our leaders recognize the style of others. The report is easy to debrief and easy for everyone to understand. The actionable recommendations about how we can flex our own style to better communicate and collaborate with others is a great component of this report. These quick to implement actions have helped our leaders slow down and observe; improving their interactions and conversations with their team members and colleagues.

– Charles Cusson Jr., Southcoast