

## Leader Coach Assessment

Check all the boxes that describe you. Be honest with your answers to get an appreciation for your leader coaching style.

### Analytical Leader

### People Leader

**Strengths**

- Natural problem solver
- Fact-based decisions
- Logical, methodical, and practical
- Calm, objective, and rational

**Cautions**

- Perfectionist
- Needs more data
- Fails to explore underlying cause
- Overlooks employee feelings

**Strengths**

- Empathetic, tuned in to feelings
- Brings people together
- Supportive, encouraging, and empathetic
- Collaborative, consensus driven

**Cautions**

- Overly emotionally invested
- Talks more than listens
- Avoids giving critical feedback
- Bypasses tough decisions

**Strengths**

- Driven to achieve results
- Decisive and focused on the outcome
- Encourages swift action
- Direct, confronts problems head on

**Cautions**

- Impatient
- Takes charge of situations
- Dispenses advice/instructions
- Stands firm, inflexible

**Strengths**

- Big picture, future oriented
- Naturally creative problem solver
- Enjoys brainstorming
- Thinks outside the box

**Cautions**

- Misses out on clarity
- Overlooks key steps or data
- Neglects clarity on specific actions
- Avoids giving decision authority

### Results Leader

### Thought Leader

What qualities do you demonstrate that are most effective for your leader coach style?

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What qualities do you demonstrate that are least effective for your leader coach style?

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