



UNDERSTANDING LEADERSHIP STYLES

OVERVIEW

This workshop utilizes the True Colors leadership styles exercise to teach participants about their individual leadership styles, including communication and time management. A group logic problem is also used for the group to practice and observe their leadership styles in action.

LEARNING OUTCOMES

Participants will:

- Identify their personal leadership style
- Examine how leadership styles are used in groups to solve a problem
- Discuss how to leverage different leadership styles

MATERIALS NEEDED

- Laptop/computer
- Projector Screen
- "Understanding Leadership Styles" PowerPoint

INSTRUCTIONS:

True Colors (10 min.)

- Let everyone know that today's workshop is about understanding leadership styles in relation to working with others. In doing so, they will learn about their own style and how to work with other leadership styles.
- Have everyone take out a piece of paper and copy the chart from the slide on their paper.
- Then, advance to the next slide that has the grid with A, B, C, and D.
- Have the participants assign each letter a number 1 through 4 based on how much the words in that letter box describe them (4 is most like them down to 1 which is least like them). They can only use a number once.
- Advance through the next 3 slides in the same manner having the students assign the numbers 1-4 to the letter boxes based on how much the words describe them.
- Then, have everyone add up the numbers that correspond to the letters listed on the slide. They should have a number for each of the four boxes on this slide.

Color Group Logic Problem (20 min.)

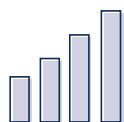
- Break everyone into groups based on the box that had their highest number and have them go to the area of the room listed on the slide. If anyone has a tie, let them know that they will start in one group and then "float" to the other to observe their

TIME



60 minutes

SIZE



Ideal for groups of 10-60

RISK



Low

CAUTIONS



None



INSTRUCTIONS, Continued:

- discussion and process. While they are “floating” between groups, they cannot contribute; they simply observe. Once they have determined which group most fits with their style, they can “claim” that group and stay for the duration of the activity. Once they have “claimed” a group, they can contribute.
- Show the slide with the Sesame Street Sponsorship and read it aloud to the group.
- Then, advance to the next slide to give them the “facts” about the situation and have them work together to come up with the answer.
- After 15 minutes, stop the activity.
- Have each group share their process for attempting to solve the logic problem.
- Process the activity by asking the following questions:
 - What worked well in your group to approach this task?
 - What might you have done differently?
 - What were the differences in how each group approached this task?
 - Each group represented a different leadership style. What would the impact have been if the groups were mixed with different leadership styles?

Overview of Colors (25 min.)

- Let everyone know the colors of the groups they were separated into.
 - AHKNS=Orange
 - CFJOR=Blue
 - BGIMT=Gold
 - DELPQ=Green
- Go over Overview of Colors, Colors and Communication, and Colors and Time with the group.
- Ask the group what elements of their color from the information just shared did they see emerge in the last activity.
- Share any observations you had as well.
- Go over strategies to work with people of different color types from the slide.
- Ask the group if they have other ideas about working with other color types.

Questions and Wrap-Up (5 min.)

- Ask if there are any questions or final remarks.
- Administer evaluations.



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NOTES:

The answers to the logic problem are below. It is not necessary to share these unless you are explicitly asked.

Monday	Tuesday	Wednesday	Thursday	Friday
R	Q	H	A	G
4	11	7	2	9
