



# LEADERSHIP STYLE

Prepared For -  
Sample Report

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### Delegating



- Low Supportive, Low Directive
- Leader Discusses Problems With Followers
- Problem Solving and Decision Making Initiated by the Leader
- Seeks Joint Agreement on Problem Definitions
- Decision Making Is Handled by the Subordinate
- They "Run Their Own Show"
- Variety and challenge
- A leader who is more of a mentor and colleague
- Acknowledgement of contributions
- Autonomy and authority
- Trust & Opportunity to share knowledge and skills

### Directing



- High Directive, Low Supportive
- Leader Defines Roles of Followers
- Problem Solving and Decision Making Initiated by the Leader
- One-way Communication
- Clear goals and roles
- Recognition of enthusiasm and transferable skills
- Timelines and priorities
- What good looks like action plans -specific direction, how, when, etc.
- Boundaries and limits

### Participating



- High Directive, High Supportive
- Leader Now Attempts to Hear Followers Suggestions, Ideas, and Opinions
- Two-way Communication
- Control Over Decision Making Remains With the Leader
- Clear goals & Perspective
- Frequent feedback
- Praise for making progress
- Help in analysing successes and failures.
- Explanations of why the task is important

### Supporting



- High Supportive, Low Directive
- Focus of Control Shifts to Follower
- Leader Actively Listens
- Follower Has Ability and Knowledge to Do the Task
- An approachable mentor or coach
- Opportunities to test ideas
- Opportunities to express concerns and share feelings
- Support and encouragement to develop self-reliant problem solving skills