



# The Leadership Compass Self-Assessment

“When I dare to be powerful—to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.”

- audre lorde

## Goals

- Give us a vocabulary and a way of thinking about working with each other in our teams
- Deepen our appreciation of everyone’s different work styles
- Understand the need for a variety of work styles
- Reflect on our own individual work styles and identify areas for growth
- Understand the negative and positive impacts of each style taken to excess
- Learn the qualities we can develop to become better leaders

## Basic assumptions

- We will categorize ourselves into the work style that fits us best at work
- No one is purely one style, rather everyone typically has portions of all styles
- For this discussion we will pick one that fits us best at work
- All comments will be directed towards a work style, not a person with the qualities of that directio



## Instructions

1. **Read** each of the statements on the following pages.
2. Place a **check mark** in the box next to the statements that apply to how you make choices and decisions at work.
3. Each of these statements will apply to all of us some of the time; we are interested in knowing which of these statements represent you most of the time.
4. **Count** the total number of check marks on each section and place that number in the star shape to the right of the section.
5. The section with the highest number in the star shape is your dominant decision-making style.



## North—Action

### Approaches to Work/Work Style

- I am usually assertive, active, and decisive.
- I like to determine the course of events and be in control of professional relationships.
- I am quick to act and express a sense of urgency for others to act.
- I enjoy challenges presented by difficult situations and people.
- I think in terms of the bottom line or results.
- I like a quick pace and fast track.
- I persevere and am not stopped by hearing “No”;
- I probe and press to get at hidden resistances.
- I like variety, novelty, and new projects.
- I am comfortable being in front of a room or crowd.
- Some of my value-oriented words/phrases include “Do it now!,” “I’ll do it!,” and “What’s the bottom line?”



#Of  
Checked  
BoxesIn  
NORTH

## East—Vision

### Approaches to Work/Work Style

- I am a visionary who sees the big picture.
- I am a generative and creative thinker.
- I am able to think outside the box.
- I am very idea-oriented and focus on future thought.
- I make decisions by standing in the future.
- I usually have insight into mission and purpose.
- I look for overarching themes and ideas.
- I am adept at problem-solving.
- I like to experiment and explore new ways of doing things.
- I appreciate a lot of information.
- My value-oriented words are “option,” “possibility,” and “imagine.”



#OfChecked  
BoxesIn  
EAST



## South—Empathy

### Approaches to Work/Work Style

- I understand how people need to receive information in order to act upon it.
- I integrate others' input in determining the direction of what's happening.
- I am value-driven regarding aspects of professional life.
- I use professional relationships to accomplish tasks and interaction is primary to me.
- I am supportive of colleagues and peers.
- I have a willingness to take others' statements at face value.
- I am feeling-based and trust my own emotions and intuition.
- I believe my intuition and emotions are regarded as truth.
- I am receptive to others' ideas; I am a team player; I build on the ideas of others.
- I am generally non-competitive.
- I am able to focus on the present moment.
- My value-oriented words are "right" and "fair."



#OfCheckedB  
oxesInSOUTH

## West—Analytical

### Approaches to Work/Work Style

- I understand what information is needed to assist in decision-making.
- I am seen as practical, dependable, and thorough in task situations.
- I'm helpful to others by providing planning and resources and come through for the team.
- I move carefully and follow procedures and guidelines.
- I use data analysis and logic to make decisions. I weigh all sides of an issue and am balanced.
- I am introspective and self-analytical.
- I am careful and thoroughly examine people's needs in situations.
- I maximize existing resources and get the most out of what has been done in the past.
- I am skilled at finding fatal flaws in an idea or project.
- My value-oriented word is "objective."



#OfCheckedB  
oxesInWEST

