



great!

action-oriented/takers
seek understanding
clarity
direct communication
confidence
vision → execution!

get in way!

impatient
lack of delegation
anti-trust
lack of emotion(?)
intimidating

Effective leader goals:

Build relationships

Slow down

Sustainability → success

different levels of confidence/novice → expert

active listening



Vivacious

1. Communicator, inspires others, self-assured, wins friends, influence others, passionate, collaborator, + conflict mgmt, seeks inclusion
2. Fear of rejection, disorganized - ? - To do lists, check lists, talkative, impulsivity, ^{do very} distrust, some of us see disorganization as opportunity to use others
3. improve direct communication, closure, listen, affirm, hold back

INNOVATIVE, INCREDIBLE, IMPROVISATIONAL
I's

S

① People focused
Good listeners
Consensus builders
Collab.

② Indecisiveness
trying to make everyone
happy
Conflict avoidance
Slow to implement Δ

③ Comfortable \bar{c} \bar{c} \bar{c} \bar{c} \bar{c}
- not taking it personally
- Challenge ideas not people
 don't stew don't be easily
- Emotional intelligence of fended toward
 comm. barrier

Take time to respond
Do not respond emotionally

Q - not
I - angry
! - t
P - personally



- -great leader: accurate, organized, clarity
Attributes attention to quality, Preparation
mindful, Expert in field
- Challenges: Overthinker, overly critical
self-isolating, frustration w/o not
prepared. ϕ micromanaged
- Improved effectiveness: open to new ideas
assume positive intentions
speak up earlier \rightarrow out of head
Understand other styles \rightarrow lean into
- Stress - "turtle", task list, head down, gym
- misunderstand - perceived shy, uncaring, disengaged