Leadership Styles: Package Program

Age Range: Middle and High School
Goal: By identifying your strengths as a leader, you will learn how to best incorporate those strengths into your life, helping you become an active participant in your communities and help other girls do the same.
Estimated Time: <1 hour
Materials: Goleman Leadership Style Questionnaire (1 for each girl), optional Task/Relationship Oriented Leadership Questionnaire (1 each), pens/pencils

Guidelines:
1. Have each girl fill out the leadership style questionnaire. Tell them that when they see "your team," they should think of any group projects or clubs they've been part of.
2. Help them with anything that confuses them. Come back together after everyone has their results.
   a. https://judgementindex.co.uk/wp-content/uploads/2018/12/Leadership-Styles-Questionnaire.pdf
3. Go through each style and consider the pros and cons of each. It helps to write on a whiteboard or record what people say on a projector. Encourage them to take notes as well.

Leadership Styles:
Commanding:
Pro:
- *extremely effective in a crisis or when making major changes*

Con:
- *tends to be extremely demanding, limits creativity*

Pacesetting:
Pros:
- *focuses on performance and meeting goals*
- *hold everyone accountable*
- *best for quickly getting high quality results from a motivated team*

Cons:
- *usually has extremely high expectations of everyone on the team*

Democratic:
Pros:
- *focuses on collaboration - actively seeks input from their teams*
- *rely more on listening than directing*
- *most helpful when you need to get your team on board with an idea, or build consensus*
- *effective when you need your team's input*

Cons:

- *less helpful in a time crunch*
- *hard to make major decisions when considering every single opinion*

Coaching:
Pros:
- *connects people's personal goals with the organization's goals*
- *empathic and encouraging*
- *focuses on developing others for future success*
- *best for teams with members who are unmotivated or confused*

Cons:
- *can be slower to produce results*

Affiliative
Pros:
- *promotes harmony within the team*
- *connects people together, encouraging inclusion and resolving conflict*
- *most useful whenever there is team tension or conflict*

Cons:
- *can be slower to produce results*

Visionary
Pros:
- *move people toward a common goal*
- *most effective when the organization needs a new vision or a dramatic new direction*

Cons:
- *can lose sight of team as individuals*

4. If there is remaining time and the girls are interested in another self-assessment, you can have them take the Task vs Relationship Oriented Leader Questionnaire.
   a. https://static.virtuallabschool.org/atmt/self/TC.Self_3.ExperiencesActivities_E1.RelationshipQuestionnaire.pdf

5. Again, discuss the pros and cons of each.

Task:
- *you tend to give more attention to goal accomplishment and somewhat less attention to people-related matters*

Relationship:
- *your primary concern tends to be dealing with people and your secondary concern is directed more toward tasks*

If your scores are very similar to each other, it suggests that your leadership is balanced and includes an equal amount of both behaviors

6. I haven't done this personally, but one piece of feedback I've received is to connect this to how to use your skills as a leader to encourage other girls to lead. This may mean bringing them into conversations, assigning them difficult but doable tasks, mentoring them, and much more.
7. Wrap up the discussion with words of encouragement! Now that they've identified their strengths and weaknesses, they will be more effective leaders in every space they enter. Ask them to think about the communities and organizations that they're part of and how they will change the way they lead and participate in them. Make sure they recognize this.