

## The Leadership Matrix

### 4 Leadership Styles

- Analyzing Style
  - Problem Solvers
  - Good at listening
  - Loyal
  - Tend to be well organized
  - Ex. Bill Gates, LeDerick Horne
- Promoting Style
  - Like social activities
  - Socially outgoing
  - Sports-minded
  - Highly competitive
  - Lack concern for details
  - Often viewed as “most popular” in groups
  - Ex. Barack Obama, Ronald Reagan, Richard Branson
- Controlling Style
  - Active and independent
  - Appearance of self confidence
  - Sense of efficiency
  - All about results
  - Lacks patience
  - Get nervous or anxious when situation isn't under their control
  - Ex. Steve Jobs and Donald Trump
- Supporting Style
  - Likable
  - Like to minimize conflicts
  - Find it difficult to turn down requests
  - Good listeners
  - Service oriented
  - Feel need to be well liked
  - Ex. Oprah, Dhali Llama

### Three A's: Awareness, Acceptance, and Adjustment

#### Acceptance

- Accept your own leadership style
- Accept the leadership styles (strengths and challenges) of the people we work with

#### Awareness:

- Being aware of your leadership style
- Awareness of other people's leadership styles
- With awareness of people's assets, “You match the tool to the task”

#### Adjustment

- Be able to switch styles when necessary
- Act the way you need to in order to get the job done

# Path to Disability Pride

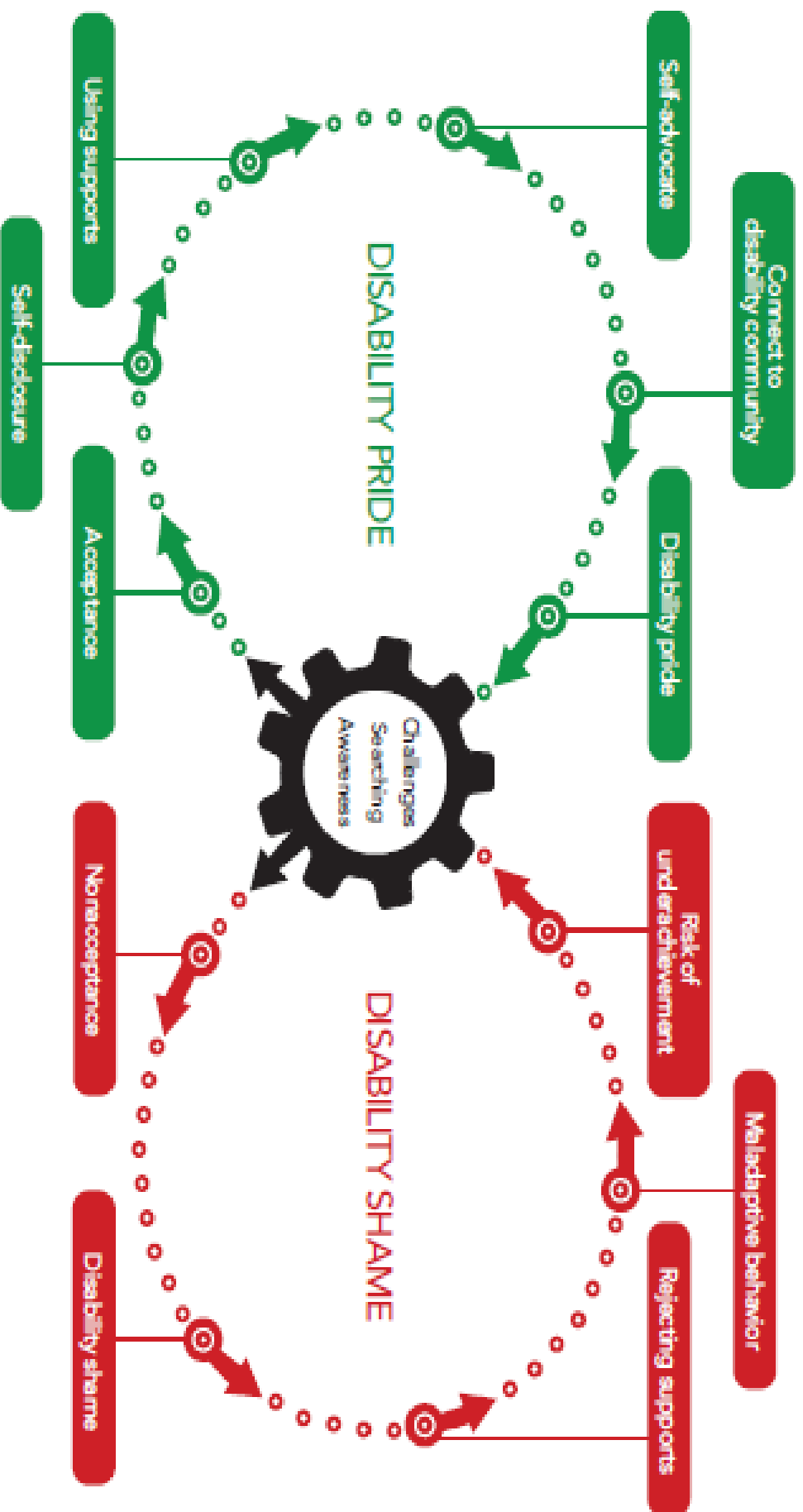


Figure 2.1. Disability Pride Framework.

Empowering Students with Hidden Disabilities: A Path to Pride and Success by Margie Weenburg Izzo and LeDerrick Horne.  
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