

FIND YOUR LEADERSHIP SUPERPOWER

Every leader has a unique set of strengths and weaknesses, but understanding your Leadership Superpower allows you to capitalise on what truly makes you a great leader. Go through the following leadership style quiz and note which of them resonates the most for you.

How do you typically react to a crisis?

- A - I command my team with direct, specific tasks
- B - I consider whether the situation is genuinely a crisis and try to keep perspective
- C - I use it as a new opportunity to test one of my staff's management skills
- D - I lead by example in making tough decisions and facing difficult conversations
- E - I reach out to those in my team who may be effected and offer my support

When hiring someone new, I...

- A - Expect them to be able to follow my directions timely and effectively
- B - I'm curious to see what their style and strengths will prove to be
- C - Ask them to present me with their goals, ideas and input.
- D - Quietly assess their skills, working style and attitude over time
- E - Make sure they feel valued and involved by me personally

How do you best motivate your team?

- A - Give them clear goals and rewards from the outset of a project
- B - Share the big picture objectives with them and invite them to be part of it
- C - Provide a social, relaxed and happy working environment
- D - It's not my job to motivate staff; I try to hire self-motivated people
- E - I foster strong relationships of respect and recognition

When someone in my team makes a mistake:

- A - they need to be punished and have clear goals to resolve their mistake
- B - I need to understand the cause of the mistake
- C - they can come to me for advice but otherwise can sort it out themselves
- D - I will make a note of it and closely monitor their performance for future reference
- E - we all make mistakes, so it's not a major issue

The best teams are those that:

- A - Are clear with specific roles and set objectives to work towards
- B - Are free to innovate, challenge ideas and grow
- C - Have opportunities for progress and development outside of a defined role
- D - Exceed KPIs and deliver high-performance results
- E - Enjoy what they do and feel valued

Mostly A? You're a **Director**: in charge, clear, and focused, you offer your team a solid leadership style without any vague misunderstandings. You reward people well for meeting the goals you set.

Mostly B? You're a **Creator**: a free thinker who sees the big picture and always questions the status quo, you like to build unique teams that work towards a long-term goal while considering new ways to innovate.

Mostly C? You're a **Connector**: an expert communicator, you lead with a well-rounded perspective for everyone involved and are skilled and building high performing teams. You have built a strong network of contacts over many years.

Mostly D? You're an **Executive**: you expect excellence from your team and you take charge by making the decisions. You understand that sometimes being disliked is part of being a strong leader.

Mostly E? You're a **Nurturer**: a skilled relationship-builder and confidante, your staff feel immense trust with you and often reward you with their loyalty. You spend a lot of time on team building and one on one communication.



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I would love to hear how these tips might have been helpful to you. If you have questions about this or would like assistance with your business growth, contact me for a free 30 minute strategy session at debbie@debbiezita.com or call 1300 699 043.