

# Dimensions of Leadership Profile®



## DIMENSIONS OF LEADERSHIP PROFILE®

In a successful organization, leaders can be found at every level — from the boardroom to the mailroom, from the chairman’s office to the customer service desk. This is particularly true in organizations that have given up elaborate hierarchies in favor of a team-oriented approach to leadership and management. Leadership is also important in total-quality management and is one of the evaluation criteria for the Malcolm Baldrige quality award.

## EXPAND YOUR DEFINITION OF LEADERSHIP

Leaders come in many varieties, ranging from the charismatic visionary to the unassuming team player. Followers can become leaders, and leaders can spend time as followers. Most leaders display several leadership characteristics or “dimensions of leadership.” The *Dimensions of Leadership Profile*® is designed to strengthen your organization in three ways:

1. **Discover what you value in yourself as a leader.** You’ll better understand how you are likely to make use of a leadership opportunity. You’ll see how you contribute to your group’s success and find it easier to plan for your own development as a formal or informal leader.
2. **Learn what kinds of leaders you want to follow.** Discover what you value in a leader and what kind of leadership you want to support. Describe how another person provides leadership in a nonthreatening way. The results offer valuable feedback to current leaders, helping them see how others perceive their contribution.
3. **Determine the dimensions of leadership your organization needs.** Every organization is faced with unique challenges, each of which may require a different combination of leadership skills. With the insights gained, you can more purposefully recruit and encourage potential leaders to contribute where needed.

## DISCOVER THE 12 DIMENSIONS OF LEADERSHIP

The *Dimensions of Leadership Profile* allows learners to explore leadership from one of three points of view: self as leader, another person as leader, or the need for leadership. The profile then guides learners in their personal assessment of four broad aspects of leadership: Character, Analysis, Accomplishment, and Interaction. Finally, learners determine how they view 12 specific Dimensions of Leadership:

- Enthusiasm
- Self-renewal
- Perceiving
- Performing
- Team building
- Inspiring
- Integrity
- Courage
- Judgment
- Problem solving
- Collaboration
- Serving others

## Dimensions of Leadership Profile® Applications

- Change Management
- Coaching
- Communication
- Diversity
- Leadership
- Management Development
- Teams

## DEVELOP LEADERS AT ALL LEVELS OF YOUR ORGANIZATION

Organizations use the *Dimensions of Leadership Profile*® to help people:

- Discover personal leadership characteristics
- Develop an understanding of the leader-follower relationship
- Encourage acceptance of different approaches to leadership
- Match leadership approaches to organizational needs
- Recognize the strengths in shared leadership

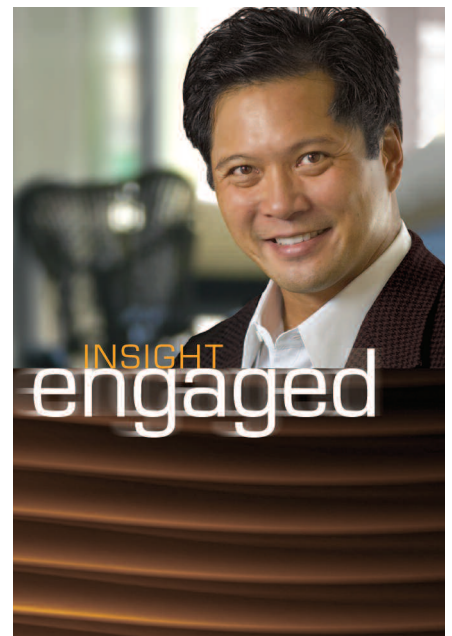
## AVAILABLE REPORTS

### Dimensions of Leadership Profile®

The *Dimensions of Leadership Profile* is a 20-page learning instrument that helps you discover and develop leadership potential in your organization.



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