

# Leadership Compass: Your Communication Style

*Which Approach do you take?? North - East - South - West*

<p><input type="checkbox"/> <b>NORTH - Action</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assertive, Active, Decisive</li> <li><input type="checkbox"/> Likes to determine course of events and be in control</li> <li><input type="checkbox"/> Quick to act, expresses sense of urgency for others to act now</li> <li><input type="checkbox"/> Enjoys challenges presented by difficult situations and people</li> <li><input type="checkbox"/> Likes quick pace and fast track</li> <li><input type="checkbox"/> Perseveres, not stopped by hearing NO!</li> <li><input type="checkbox"/> Likes variety, novelty, new projects</li> <li><input type="checkbox"/> Comfortable being in front</li> <li><input type="checkbox"/> Can be heard to say: "Do it Now!" "I'll do it!" "What's the result?"</li> </ul>	<p><input type="checkbox"/> <b>EAST - Vision</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Visionary who sees the big picture</li> <li><input type="checkbox"/> Generative and creative thinker, able to think outside the box</li> <li><input type="checkbox"/> Very idea oriented, focuses on future, imagines</li> <li><input type="checkbox"/> Insight into mission and purpose</li> <li><input type="checkbox"/> Looks for overarching themes, ideas</li> <li><input type="checkbox"/> Adept at problem solving</li> <li><input type="checkbox"/> Likes to experiment, explore</li> <li><input type="checkbox"/> Appreciates a lot of information</li> <li><input type="checkbox"/> Looks for options, possibilities</li> </ul>
<p><input type="checkbox"/> <b>SOUTH - Empathy</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Feeling- based, trusts own emotions and intuition, regarded as truth</li> <li><input type="checkbox"/> Integrates others input in determining direction of what's happening</li> <li><input type="checkbox"/> Seeks to accomplish tasks by working together, interaction is primary</li> <li><input type="checkbox"/> Supportive to colleagues and peers</li> <li><input type="checkbox"/> Willingness to trust others' statements at face value</li> <li><input type="checkbox"/> Receptive to others' ideas, team player, builds on ideas of others, non-competitive</li> <li><input type="checkbox"/> Able to focus on present moment</li> <li><input type="checkbox"/> Thinks about what is right &amp; fair</li> </ul>	<p><input type="checkbox"/> <b>WEST - Analytical</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Seen as practical, dependable and thorough in task situations</li> <li><input type="checkbox"/> Helpful to others by providing planning and resources, comes through for the team</li> <li><input type="checkbox"/> Moves carefully and follows procedures and guidelines</li> <li><input type="checkbox"/> Uses data analysis and logic to make decisions</li> <li><input type="checkbox"/> Weighs all sides of an issue, balanced</li> <li><input type="checkbox"/> Introspective, self-analytical</li> <li><input type="checkbox"/> Careful, thoroughly examines people's needs</li> <li><input type="checkbox"/> Maximizes existing resources</li> <li><input type="checkbox"/> Skilled at finding flaws in an idea or project</li> </ul>

**Which of the items listed for your direction do you most identify with and why?**

**What does it look like when you overuse these communication styles?  
CHECK the ones that seem true for you**

<p><input type="checkbox"/> <b>NORTH - Action</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Can get defensive quickly, argue, try to "out expert" you</li> <li><input type="checkbox"/> Can lose patience, pushes for decisions before its time, avoids discussion</li> <li><input type="checkbox"/> Can be autocratic, want things their way, has difficulty being a team member</li> <li><input type="checkbox"/> Sees things in terms of black and white, little tolerance for ambiguity</li> <li><input type="checkbox"/> May go beyond limits, get impulsive, disregard practical issues</li> <li><input type="checkbox"/> Not heedful of others' feelings, may be perceived as cold.</li> <li><input type="checkbox"/> Have trouble relinquishing control, find it hard to delegate</li> <li><input type="checkbox"/> "If you want something done, do it yourself!"</li> </ul>	<p><input type="checkbox"/> <b>EAST - Vision</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Can put too much emphasis on vision at the expense of action</li> <li><input type="checkbox"/> Can lose focus on tasks</li> <li><input type="checkbox"/> Poor follow through on projects, can develop a reputation for lack of dependability or attention to detail</li> <li><input type="checkbox"/> Not time bound, may lose track of time</li> <li><input type="checkbox"/> Tends to be highly enthusiastic early on, then burn out over the long haul</li> <li><input type="checkbox"/> Easily frustrated and overwhelmed when outcomes are not in line with the vision</li> </ul>
<p><input type="checkbox"/> <b>SOUTH - Empathy</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Has trouble saying NO to requests</li> <li><input type="checkbox"/> Internalizes difficulty and assumes blame</li> <li><input type="checkbox"/> Prone to disappointment when relationship is seen as secondary to task</li> <li><input type="checkbox"/> Difficulty consulting, confronting, dealing with anger, may be manipulated by anger</li> <li><input type="checkbox"/> Can over-compromise to avoid conflict</li> <li><input type="checkbox"/> Immersed in the "now", loses track of time, may not see long-range view.</li> <li><input type="checkbox"/> Becomes stuck in process at the expense of accomplishing goals.</li> </ul>	<p><input type="checkbox"/> <b>WEST - Analytical</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Can be bogged down by information at the expense of moving forward</li> <li><input type="checkbox"/> Can become stubborn and entrenched in position</li> <li><input type="checkbox"/> Can be indecisive, collect unnecessary data, stuck in details, "Analysis Paralysis"</li> <li><input type="checkbox"/> May appear cold, withdrawn, with respect to others' working styles</li> <li><input type="checkbox"/> Tendency towards watchfulness, observation</li> <li><input type="checkbox"/> Can remain withdrawn, distant</li> <li><input type="checkbox"/> Resists emotional pleas and change</li> </ul>

**Name two strategies for how to manage overuse of your style:**

# Communication Growth Plan

**This plan is a guide to strengthen your leadership communication in order to expand your influence on those who you lead, work for and work closely with. Please note, this plan will only be as beneficial as your diligence to follow and apply it to your every day work!**

<b>Communication Growth Area</b> (Indicate 1 to 2 areas of communication you'd like to grow in to strengthen your relationships and expand your influence on others)	<b>Strategies for Growth</b> (Start a list of actual practices and strategies that may help you in grow in this area of communication)	<b>Current Level</b> (Using a 1 to 10 ranking system, indicate where you feel your current level of performance is in this growth area. 1 is lowest, 10 is highest or no room for improvement)	<b>Target Level</b> (Using a 1 to 10 ranking system, indicate your desired performance level in this area.)	<b>By When</b> (Indicate by what date you'd like to meet your desired target level)

## Keep In Mind:

- This is just a “starting point.” The real work will happen as you commit to following and applying this plan!
- Reach out to others to help you identify good strategies for growing in your communication area.
- Be realistic about where you are currently at, where you want to be and by when. This is not a race!!
- Intentionally write down (log) when you recognize that you are applying the strategies above and they are having success.
- Once you achieve your desired target level in your growth area, move on the next on your list that you want to improve and go to work!
- Contact Frank Escobar anytime if you have questions or need support: 559-804-9790 / [fescobar@vusd.org](mailto:fescobar@vusd.org)

# SITE LEAD COACHING MODEL

