

Track Five: Versatile Leadership

Direct Reports Versatility Worksheet: Driving Style

Name of Driving Style Team Member: _____

What is your Relationship Status?

Comfortable

Challenging

Low Versatility Behaviors	Are They Less or More Versatile?		High Versatility Behaviors
Superficial Listener	Less Versatile	More Versatile	Active Listener
Comes Across as Insensitive or Uncaring	Less Versatile	More Versatile	Comes Across as Empathetic and Interested
Impatient	Less Versatile	More Versatile	Shows Patience
Controlling	Less Versatile	More Versatile	Respects Others' Needs and Preferences
Secretive	Less Versatile	More Versatile	Open and Vulnerable
Too formal	Less Versatile	More Versatile	Can be Casual and Relaxed
Overly logical	Less Versatile	More Versatile	Considers Others' Feelings
Can Be Hard on others	Less Versatile	More Versatile	Not Judgmental Towards Others

Overall Are they Less or More Versatile?

Less Versatile

More Versatile

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How Can You Support them in Achieving Higher Versatility?

Which of their Low Versatility Behaviors do you struggle with most?

How do their Low Versatility Behaviors Hurt Your Team Development?

How can you support them developing Higher Versatility in the areas that hurt your Team Development the most?

How do you need to be More Versatile to better support their development?

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Direct Reports Versatility Worksheet: Expressive Style

Name of Expressive Style Team Member:

What is your Relationship Status?

Comfortable

Challenging

Low Versatility Behaviors	Are They Less or More Versatile?		High Versatility Behaviors
Lack of Control	Less Versatile	More Versatile	Has Self-Control
Lack of Attention to Details	Less Versatile	More Versatile	Makes Effort to be More Detail Oriented
Recognition Seeking	Less Versatile	More Versatile	Seeks Recognition in Appropriate Ways
Defensive	Less Versatile	More Versatile	Accepts Feedback and Able to Focus on Task and Team
Undisciplined with Time	Less Versatile	More Versatile	Disciplined with Time
Overly Emotional	Less Versatile	More Versatile	Makes Effort to Manage Emotions
Unpredictable	Less Versatile	More Versatile	Mindful of How Their Spontaneity Impacts Others
Emotional versus Fact Based Decision Making	Less Versatile	More Versatile	Able to be Objective when Making Decisions
Overall Are they Less or More Versatile?			

Less Versatile

More Versatile

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Direct Reports Versatility Worksheet: Amiable Style

Name of Amiable Style Team Member: _____

What is your Relationship Status?

Comfortable

Challenging

Low Versatility Behaviors	Are They Less or More Versatile?		High Versatility Behaviors
Going Along Solely to Avoid Conflict	Less Versatile	More Versatile	States Opinions when they Disagree
Not Actively Contributing	Less Versatile	More Versatile	Actively Contributes
Won't Share Feelings or Opinions	Less Versatile	More Versatile	Open with Feelings and Opinions, even when Uncomfortable
Too Sensitive	Less Versatile	More Versatile	Doesn't Take Things Personally
Struggles with Change	Less Versatile	More Versatile	Open to Change
Undisciplined Use of Time	Less Versatile	More Versatile	Disciplined with Time
Prioritizes Relationships Ahead of Tasks	Less Versatile	More Versatile	Able to Prioritize Tasks Ahead of Relationships
Needs Constant Reassurance	Less Versatile	More Versatile	Has Self-Confidence
Overall Are they Less or More Versatile?			

Less Versatile

More Versatile

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Direct Reports Versatility Worksheet: Analytical Style

Name of Analytical Style Team Member: _____

What is your Relationship Status?

Comfortable

Challenging

Low Versatility Behaviors	Are They Less or More Versatile?		High Versatility Behaviors
Need to be "Right"	Less Versatile	More Versatile	Open to Others' Feedback
Slow to Make Decisions	Less Versatile	More Versatile	Shows Urgency with Decisions
Avoids Interacting with Others	Less Versatile	More Versatile	Makes Effort to Engage Others
Can be Stubborn	Less Versatile	More Versatile	Open to Others' Ideas
Too Cautious and Risk Adverse	Less Versatile	More Versatile	Willing to Take Risks
Will Use Unproductive Sarcasm	Less Versatile	More Versatile	Shows Others Respect
Can Be Hard on Others	Less Versatile	More Versatile	Empathetic Towards Others
Struggles with Emoting Styles	Less Versatile	More Versatile	Makes Effort to Better Understand Emoting Styles

Overall Are they Less or More Versatile?

Less Versatile

More Versatile

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