



The EBW Emotional Intelligence System for Business

Understand the Impact - Know the Full Potential

## Business EQ Report (Leadership)

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## Emotional Intelligent Leadership

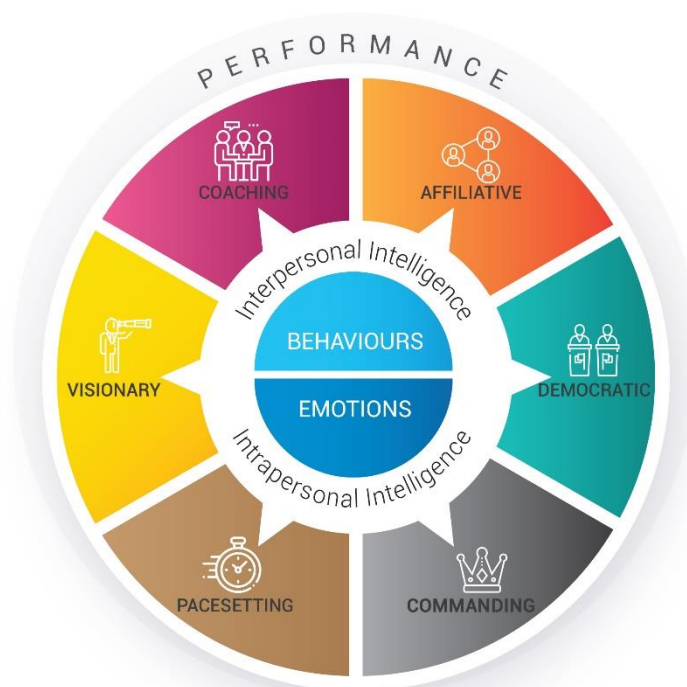
This report explores how a person's Emotional Intelligence at work (Business Emotional Intelligence) impacts their ability to lead in different situations.

Emotional Intelligent Leadership recognises that different Emotional Behaviours in the EBW may be more important to leadership success, depending on the situation and organisational culture. Effective leadership needs to vary, not only with the person or team that is being led, but also by the task, job or function that needs to be accomplished.

The key to developing effective leadership is managing Emotional Behaviours appropriately to drive success in a team, group or organisation in the situation or context they are operating in.

## Leadership Compass

The EBW leadership compass focuses on 6 distinct leadership styles that have differing effects on the emotions and behaviours of the people who are being led and the atmosphere (culture) of the team, group or organisation.



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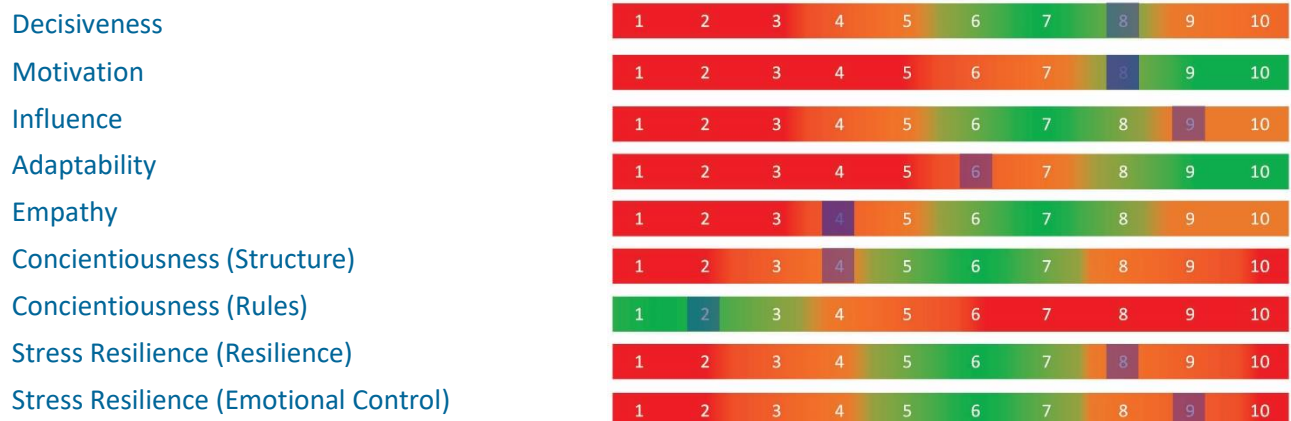
The EBW Leadership Compass helps leaders evaluate their emotions and behaviours at work and how they can be managed to drive the most effective leadership style for any given situation or context.

Over the few pages each leadership style from the EBW compass is described, followed by a traffic light summary that shows the emotional behavioural match. The closer Janes's score is to the green area of the scale the greater level of comfort she will have with the leadership style.

## Visionary Leader

A visionary leader moves people towards a shared vision, telling them where to go but not how to get there - thus motivating them to struggle forwards. They openly share information, hence giving knowledge power to others. This leadership style is about self-confidence, empathy and being a change catalyst. The style can be summed up by the phrase *"Come with me"*.

### Visionary Leader Score Summary

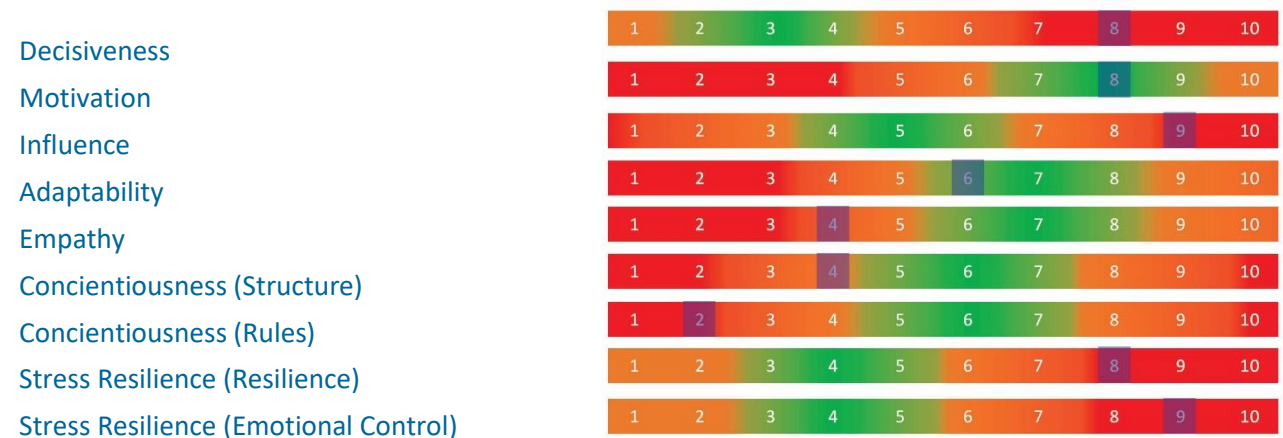


Jane's responses to the EBW assessment suggests she has a 90% match with the visionary leadership style.

## Coaching Leader

A coaching leader connects people to organisational goals, holding long conversations that reach beyond the workplace, helping them find strengths and weaknesses and tying these to career aspirations and actions. This leadership style is about developing others, empathy and self awareness. The style can be summed up by the phrase *"Try this"*.

### Coaching Leader Score Summary

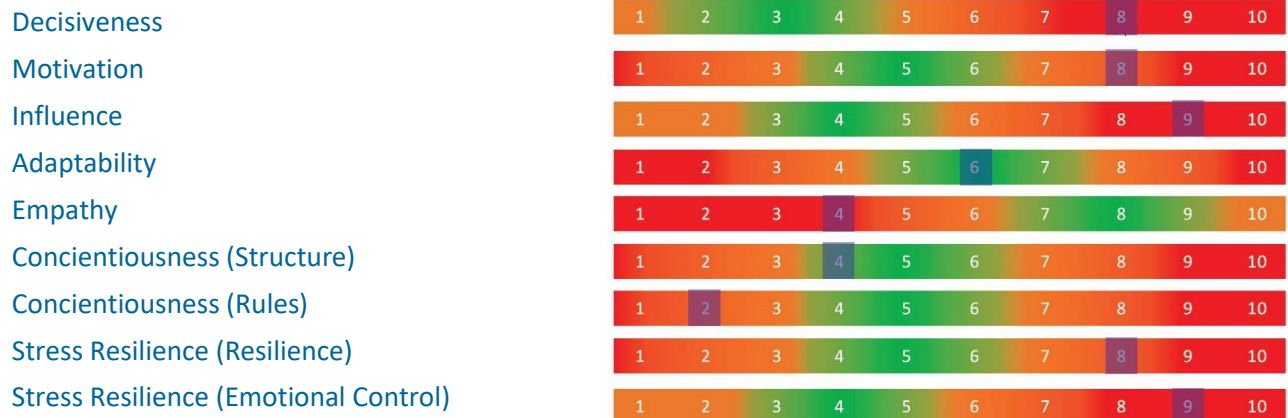


Jane's responses to the EBW assessment suggests she has a 69% match with the coaching leadership style.

## Affiliative Leader

An affiliative leader creates people connections and harmony within the organisation. It is a very collaborative style which focuses on emotional needs over work needs. This leadership style is about empathy, building relationships, and communication. The style can be summed up by the phrase *"People come first"*.

### Affiliative Leader Score Summary

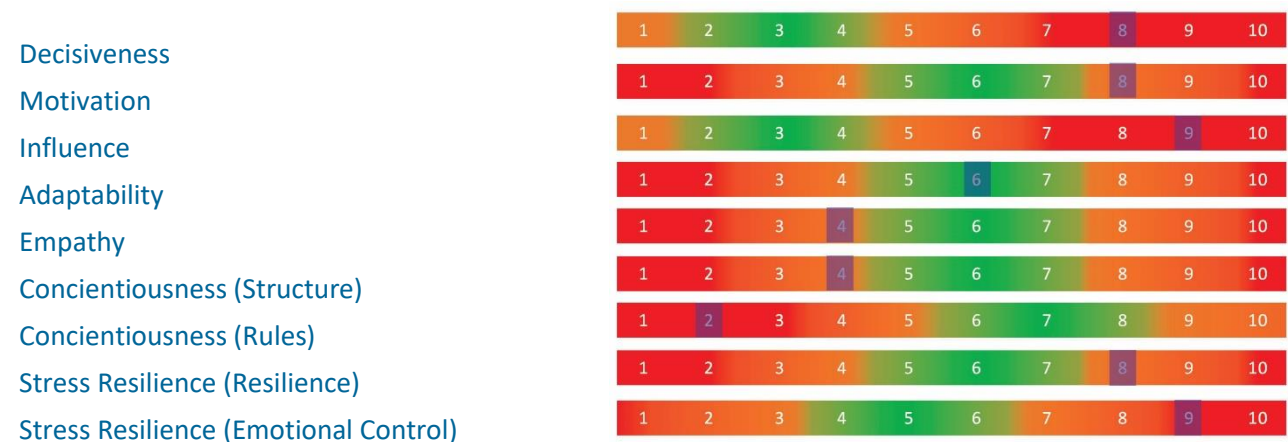


Jane's responses to the EBW assessment suggests she has a 67% match with the affiliative leadership style.

## Democratic Leader

A democratic leader acts to value inputs and commitment via participation, listening to both the bad and the good news. This leadership style is about collaboration, team leadership and communication. The style can be summed up by the phrase *"What do you think?"*.

### Democratic Leader Score Summary

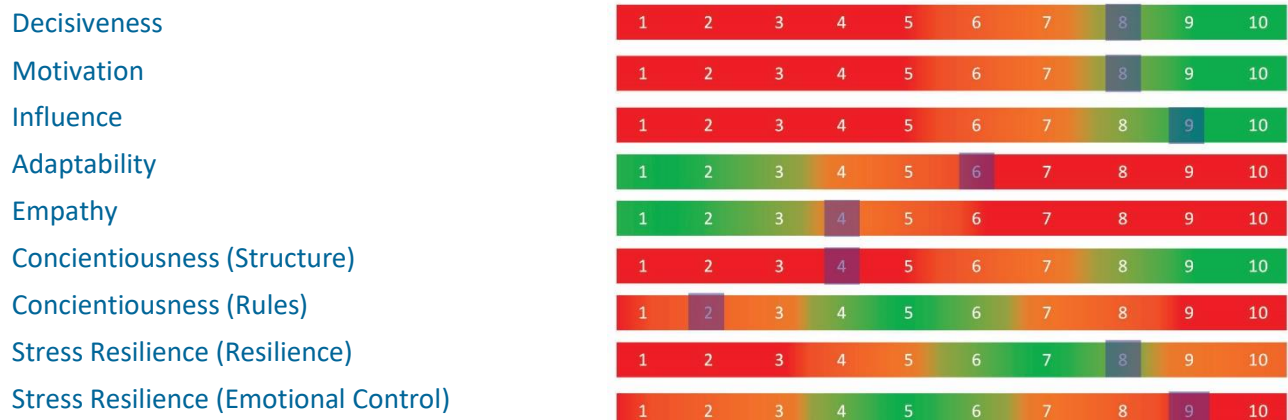


Jane's responses to the EBW assessment suggests she has a 69% match with the democratic leadership style.

## Pace-Setting Leader

A pace-setting leader builds challenging goals for people, expecting excellence and often exemplifying it themselves. They identify poor performers and demand more of them. If necessary, they will work to solve the problem themselves. This leadership style is about conscientiousness, drive to achieve and initiative. The style can be summed up by the phrase *“Do as I do now”*.

### Pace-Setting Leader Score Summary

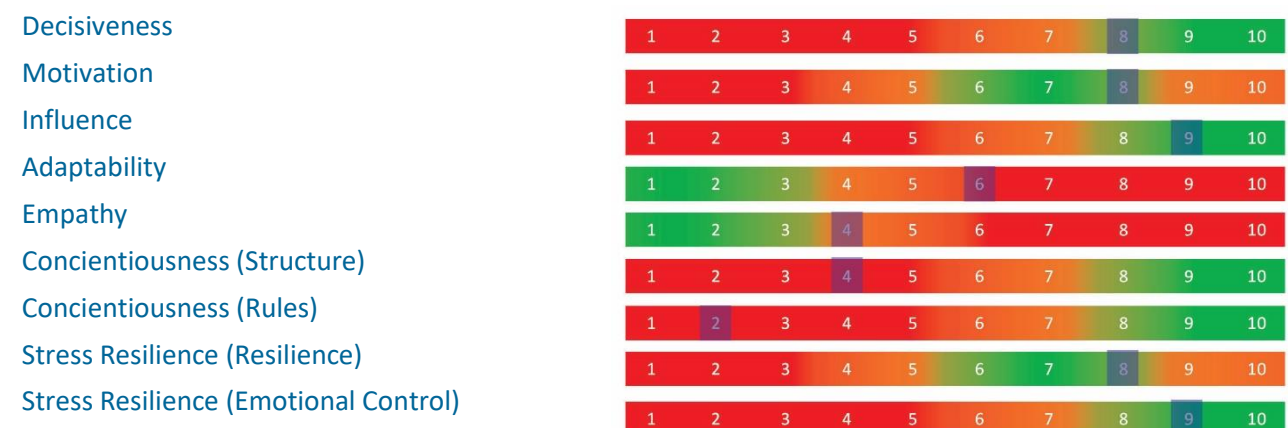


Jane’s responses to the EBW assessment suggests she has a 73% match with the pace-setting leadership style.

## Commanding Leader

The Commanding Leader soothes fears and gives clear direction, commanding and expecting full compliance (agreement is not needed). They need emotional control for success and can seem cold and distant. This leadership style is about the drive to achieve, initiative and self-control. The style can be summed up by the phrase *“Do what I tell you”*.

### Commanding Leader Score Summary



Jane’s responses to the EBW assessment suggests she has a 78% match with the commanding leadership style.

Jane James Leadership Action Plan

This report is designed to provide you with an opportunity to review how your emotional behaviours impact your leadership style and performance. To consider how your Leadership Compass will help you respond to professional and personal challenges that impact your team, group or organisation.

Leadership development is a dynamic lifetime process of action, reflection and more effective action. Deciding to commit to six actions and trying to put them into practice is the starting place for your journey to enhance your leadership performance.

Action One

Describe how people would characterise your current leadership style. List your strengths and values as a leader that you recognise as important to your leadership style and consider how they contribute to your leadership performance.

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Action Two

Describe 3 of your most challenging leadership situations. What do you recognise as a recurring pattern in your leadership experiences?

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Action Three

List the leadership styles identified in your report that surprised you. Pause and consider the potential impact of not using these leadership styles on the people you want to lead? These leadership styles may represent ‘blind spots’. Consider how adopting these leadership styles could impact your performance? What would be the benefit to you?

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**Action Four**

Identify the key challenges you are facing as a leader right now. Using the Leadership Compass identify the leadership style you need to use with the key people who will help you address these challenges. What may stop you adopting these leadership styles and when you do change your leadership style how will you know it is having a positive outcome?

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**Action Five**

Discuss your EBW Report with some of your trusted colleagues. Pay particular attention to those areas describing your emotional behaviours and leadership style that raise questions for you. Ask for feedback and support on how changing your emotional behaviours may prove more effective in achieving your goals as a leader.

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**Action Six**

Take some time to consider what does the feedback from your EBW Report means for you future? What professional opportunities are created by you taking action from your EBW feedback? Take charge and set some new goals for your professional development. A developmental professional goal is a measurable statement of your intention to create change. List your goals in order of priority and by what date you intend to achieve each of them by.

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