



Leadership Strengths Profile™

Hands-On Leader

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**Your
Talent Advantage**

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About the Leadership Strengths Profile

You don't have to copy someone else's approach to become an effective leader.

In fact, there's nothing *worse* you can do than to try to adopt a leadership style that doesn't feel like you at all!

You possess unique leadership strengths that are just waiting for you to put them to good use.

Capitalizing on your strengths and mitigating your blind spots is what will set you apart from the pack as an effective and exceptional leader. That's where the **Leadership Strengths Profile (LSP)** comes in.

This unique profile is result of years of research and is based on the scientifically proven Leadership Strengths Profile Assessment. There are six distinctly different Leadership Strength profiles – six unique styles of leadership each with strengths and challenges.

Your Leadership Strength Profile is Hands-On Leader. In the following sections you will discover:

- the natural leadership strengths you possess,
- where your leadership profile SHINES,
- where your leadership profile STUMBLES,
- specific techniques to mitigate and avoid stumbles, and
- what you can borrow form the other leadership profiles to achieve desired outcomes in a manner that is still totally true to your natural strengths!

Let's begin!

Hands-On Leader

Being a **Hands-On Leader** you find standing on the sidelines directing others impossible. You jump into the fray and work alongside those you are leading. You communicate energy around the tasks at hand through action. With your 'let's get going' attitude, you lead others into action and guide their efforts by example even as you maintain authority as the person with the 'big picture'. Although you distrust fundamental change, you create buy-in for new tasks by introducing novel ways to approach them. Your ability to make new friends easily, communicate with people at all levels warmly and sincerely, and your genuine concern for the well-being of others creates alliances that you use to accomplish tasks and influence the direction of events. You are skilled at coordinating complex tasks, activities, and ideas involving many people and directions. You see managing conflicts, communication issues, and group politics as important components to leadership. You are quick to seek out and embrace new adventures and use anecdotes and stories to share your excitement. You focus quickly on followers who are not fully engaged and are adept at discovering and addressing whatever is keeping them from their full involvement. You seek to create a busy, but fun, atmosphere in which everyone is focused and involved.

Your **Hands-On Leadership** is the reason you:

- * match people and resources to greatest advantage.
- * plan and implement complex arrangements for events, meetings, etc.
- * align individual abilities and motives with specific task requirements and rewards.
- * are knowledgeable and sensitive to protocol, decorum, manners, and the complexities of group relationships.
- * coordinate the activities of others by cajoling, encouraging, and cheering the efforts to achieve the desired result.
- * win friends from opposing groups or factions.
- * discuss and consider all ideas and points of view when others differ rather than force a decision on them.
- * use people, their interests, and personal details to bring them into the conversation.
- * accumulate power by continually making and maintaining personal alliances.