

Four Approaches to Leadership

More Asking

Discover

(High Ask/Low Tell)

Pros:

Encourages open communication and accountability Creates learning opportunities for all parties Empowers others to grow and develop

Cons:

Can be seen as an interregator Sometimes people simply don't know what to do

Guide

(High Ask/High Tell)

Pros:

Makes suggestions regarding direction/next steps Questions strategies and thought process to help strengthen decision-making

Cons:

Between all the questions and all the advice, can be viewed as a micromanager

Support

(Low Ask/Low Tell)

Pros:

Assures access to resources
Allows autonomy in goal-setting and work completion
Celebrates success

Cons:

Could be considered absent

Direct

(Low Ask/High Tell)

Pros:

Provides clear, unbiased advice When asked for input, gives specific direction Applies experience in useful ways

Cons:

May be overly controlling

More Telling

What value does a coach add?

- 1 Helps you to define and prioritize a vision for the future and to set goals as an individual and/or leader of others
- 2 Facilitates the discovery of possibilities for meeting goals or solving personal or leadership challenges
- 3 Assists in identifying skills or action items needed for successful change
- 4 Assists in identifying derailers that impede your path to success
- 5 Holds you accountable for actions and outcomes without blame or judgment

www.sarkariagroup.com