

What's Your Leadership Style in Change?

Use this assessment to determine what your default leadership style is in times of change.

1. When an unexpected event happens, you tend to think:

- I can't believe this is happening.
- Do we have to pivot again? Really?
- Things have changed again. What does this make possible?

2. When someone you know tries something new or when a team member suggests a change, you tend to think:

- Look, I know that idea might be a good one, but let's just keep things the way they are right now. We need some stability.
- Okay, we've done that for a few weeks. What if we tried it this way to see if it's even more effective?
- Let's stick to the old methods. They worked before. They'll work again.

3. Looking back during the global pandemic of 2020, You tended to think:

- The world and marketplace are out of my control.
- What are other people doing that's making a difference? How can we learn from them?
- When will things go back to normal?

4. Your communications director just told you that Google has changed its algorithms and now your company is not easily found on the internet and your team needs to figure out how to change your digital footprint. Your first thought is:

- I wasn't trained for this.
- The results we're getting now are good enough. We're surviving; others aren't.
- Our mission is too important to let all the change around us kill it.

THE ART OF 
LEADING CHANGE

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5. When you think about other organizations in your industry and ways they are innovating, you tend to think

- We've already made a bunch of changes recently so let's keep things the same for a while.
- Organizations and leaders with more resources can handle this. We can't.
- How can we move into the future stronger and better? Let's do that then.

FROZEN LEADERS

- I can't believe this is happening.
- The world and marketplace are out of my control.
- Let's stick to the old methods. They worked before. They'll work again.
- Everyone else in my field is affected by the changing culture in the same way. There's really nothing I can do.
- Organizations and leaders with more resources can handle this. We can't.
- Nobody prepared me for this.
- We are so far behind we can't possibly catch up.

HESITANT LEADERS

- When will things go back to normal?
- We've already made a bunch of changes, so let's lock-in for a while.
- Do we have to pivot again? Really?
- Can't we just do this for a little longer?
- Look, I know that idea might be a good one, but let's just keep things the way they are right now. We need some stability.
- The results we're getting now are good enough. We're surviving. Other's aren't.

AGILE LEADERS

- Our mission is too important to let all the change around us kill it.
- That method isn't working, let's try a new one.
- Okay, we've done that for a few weeks. What if we tried it this way to see if it's even more effective?
- Things have changed again. What does this make possible?
- Anyone have another perspective that can help us move forward?
- What are other people doing that's making a difference? How can we learn from them?
- How can we move into the future stronger and better? Let's do that then.