

What's Different About Leading Today? Temperament

A careful study of current research and writings on leadership reveals several key behaviours for leader effectiveness and ineffectiveness. Of those behaviours, nearly half your success as a leader comes through your ability to develop constructive relationships with members of your team and organisation. This is seen most clearly through your ability to effectively communicate with team members and through the recognition and perceived value you place on human differences within the organisation.

So learning more about people and what motivates their behaviour is more valuable for today's leader than ever before. You also need to know who you are and how you innately prefer to work with your team. One way to do this is by exploring Temperament.

Your Temperament is as unique as your fingerprints and is an unseen force that motivates and governs your every thought and action. It is an inherited, basic genetic preference that contains both strengths and weakness.

Many people in organisations today (especially in non face-to-face areas) are fatigued with all the changes they've seen, with the ineffective layers of technological separation from their customers, with the lack of nurturing and stable environment; with strategies that seem so cost-effective as to be no human good. They're tired of being driven by carrots and sticks and being treated too frequently like kindergarten children who must indicate toilet breaks and be more driven by quantity than quality. And unfortunately staff nowadays are more frequently tempted to "sabotage" operations as a silent means of attempting to communicate their inexpressible frustration.

It heartens me to report that over the last couple of years there's been an increasing interest for me to create and facilitate training workshops to help leaders work more effectively with their staff. They want tools to help them identify and better understand their own individual style, temperament or preferences so they can better leverage those discoveries to increase the effectiveness potential from team work, customer service, sales and change efforts

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