



# Dobson Associates

Human Performance Consultants

## Training the 4 Stereotypical Leaders

What are stereotypical leaders? What do they look like? How can you identify them? What makes them different? Why do they act that way?

These are all the various thoughts that go through your mind when you try to identify and understand the leadership styles of those who are in the positions of senior or middle management in our organizations.

What can we do to help these struggling people? Send them to “training,” right? Well there are some programs that can help. Let’s take a brief look.

**The Reluctant Leader**--- this is a person who has all of the raw tools for the job but is lacking in the area of self-confidence. These folks are often struggling with the self-doubt issue that normally leads to risk-aversion, indecisiveness, and they will avoid conflicts at any cost.

**Solution**--- give them a safe environment in which to experience decision making, and conflict resolution / management. These areas will help contribute to improving their abilities to function as a capable leader.

**The Arrogant Leader**--- this type of leader is similar to the reluctant leader in that this person’s lack of self-confidence but is displayed as brazenness and self-promotion and a blatant disrespect for coworkers.

**Solution**--- expose these people to teamwork and listening skills exercises with coworkers and using feedback sessions, also in a safe environment.

**The Unknown Leader**--- they are ambitious and competent, but are usually introverted and not aware of the benefits of networking.

**Solution**--- the leadership training that we give them needs to focus on changing their reclusive habits through feedback sessions.

**The Workaholic Leader**--- this is a person who needs to be instructed in the process of delegating responsibilities to others thus working smarter not harder.

**Solution**--- the idea of providing 360 degree feedback from their coworkers and peers may not work well with these folks. Here is an opportunity to create a “holistic” focus on healthy leadership training to make the change.