

# Leadersort



The Wizarding World of Leadership

Presented by

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# Workshop Objectives



- ❧ Understand the theory behind this version of a True Colors workshop and how your results can benefit you and your relationships
- ❧ Learn your House placement based on your True Color results
- ❧ Consider how your House placement results can impact communication and leadership style

# “True Colors” Quiz



- ❧ Personality profiling system developed by Don Lawry in 1979
- ❧ Four (4) basic learning styles, distinguished by color
- ❧ Temperament theory, similar to the MBTI
- ❧ Top two (2) “Houses” represent our primary temperament, although we exhibit all four (4) Houses
- ❧ Way to understand behaviors that influence your leadership style



# Leadersort Sheet



Take a few minutes to fill out this introductory sheet, so we get a better sense of you.

*"We've all got both light and dark inside of us. What matters is the part we choose to act on, that's who we really are."*

Sirius Black

# Points to Remember



- ❧ Each House is reflective of your personality
- ❧ The Houses you do not choose will have some characteristics that are representative of you; however, it is not your preferred House.
- ❧ The workshop is valuable for improving your effectiveness in working with others; however, as a short, self-report assessment it is not 100% accurate.

# Chapter 1

## The Four Houses

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- ❧ Hufflepuff– Blue & Gold
- ❧ Gryffindor – Blue & Orange
- ❧ Slytheran – Green & Orange
- ❧ Ravenclaw – Green & Gold

# “Blue”



I need to feel unique and authentic

Enthusiastic, Sympathetic, Personal

I look for meaning and significance in life

Warm, Communicative, Compassionate

I need to contribute, to encourage, and to care

Idealistic, Spiritual, Sincere

I value integrity and unity in relationships

Peaceful, Flexible, Imaginative

I am a natural romantic, a poet, a nurturer

# “Blue” at Work



- ❧ I have a strong desire to influence others so they may lead more significant lives.
- ❧ I often work in the arts, communication, education, and helping professions.
- ❧ I am adept at motivating and interacting with others.



# “Blue” in Relationships



- ❧ I seek harmonious relationships.
- ❧ I am a true romantic and believe in drama, warmth, and empathy to all relationships.
- ❧ I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

# “Blue” in Childhood



- ❧ I was extremely imaginative and found it difficult to fit into the structure of school life.
- ❧ I reacted with great sensitivity to discordance or rejection and sought recognition.
- ❧ I responded to encouragement rather than competition.

# “Gold”



I need to follow rules and respect authority

Loyal, Dependable, Prepared

I have a strong sense of what is right and wrong in life

Thorough, Sensible, Punctual

I need to be useful and belong

Faithful, Stable, Organized

I value home, family, and tradition

Caring, Concerned, Concrete

I am a natural preserver, a parent, a helper

# “Gold” at Work



- ❧ I provide stability and can maintain organization.
- ❧ My ability to handle details and to work hard make me the backbone of many organizations.
- ❧ I believe that work comes before play, even if I must work overtime to complete the task.



# “Gold” in Relationships



- ❧ I am serious and tend to have traditional, conservative views of both love and marriage.
- ❧ I enjoy others who can work along with me, building secure, predictable relationships together.
- ❧ I demonstrate admiration through the practical things I do for the ones I love.

# “Gold” in Childhood



- ❧ I wanted to follow the rules and regulations of the school.
- ❧ I understood and respected authority and was comfortable with academic routine.
- ❧ I was the easiest of all types of children to adapt to the education system.

# “Green”



I seek knowledge and understanding

Analytical, Global, Conceptual

I live by my own standards

Cool, Calm, Collected

I need explanation and answers

Inventive, Logical, Perfectionistic

I value intelligence, insight, fairness, and justice

Abstract, Hypothetical, Investigative

I am a natural non-conformist, a visionary, a problem solver

# “Green” at Work



- ❧ I am conceptual and an independent thinker. For me, work is play.
- ❧ I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with innovation.
- ❧ Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.



# “Green” in Relationships

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- ❧ I prefer to let my head rule my heart.
- ❧ I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others.
- ❧ I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

# “Green” in Childhood



- ❧ I appeared to be older than my years and focused on my greater interests, achieving in subjects that were mentally stimulating.
- ❧ I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

# “Orange”



I act on a moment's notice

Witty, Charming, Spontaneous

I consider life a game, here and now

Impulsive, Generous, Impactful

I need fun, variety, stimulation, and excitement

Optimistic, Eager, Bold

I value skill, resourcefulness, and courage

Physical, Immediate, Fraternal

I am a natural trouble shooter, a performer, a competitor

# “Orange” at Work



- ❧ I am bored and restless with jobs that are routine and structured.
- ❧ I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools.
- ❧ I view any kind of tool as an extension of myself.
- ❧ I am a natural performer.



# “Orange” in Relationships

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- ❧ I seek a relationship with shared activities and interests.
- ❧ I like to explore new ways to energize the relationship.
- ❧ In a relationship, I need to be bold and thrive on physical contact.
- ❧ I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

# “Orange” in Childhood



- ❧ Of all types of children, I had the most difficult time fitting into academic routine.
- ❧ I learned by doing and experiencing rather than by listening and reading.
- ❧ I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.



# Chapter 2

## Leadership Style and Your House

# “Blue”



- ❧ Expects others to express views
- ❧ Assumes “family spirit”
- ❧ Works to develop others’ potential
- ❧ Individuals oriented
- ❧ Democratic, unstructured approach
- ❧ Encourages change VIA human potential
- ❧ Change time allows for sense of security
- ❧ Expects people to develop their potential



# “Gold”



- ❧ Expects punctuality, order, loyalty
- ❧ Assumes “right” way to do things
- ❧ Seldom questions tradition
- ❧ Rules oriented
- ❧ Detailed/thorough approach — threatened by change
- ❧ Prolonged time to initiate any change
- ❧ Expects people to “play” their roles

# “Green”



- ❧ Expects intelligence and competence
- ❧ Assumes task relevancy
- ❧ Seeks ways to improve systems
- ❧ Visionary
- ❧ Analytical
- ❧ Encourages change for improvement
- ❧ Constantly “in process” of change
- ❧ Expects people to follow through

# “Orange”



- ❧ Expects quick action
- ❧ Assumes flexibility
- ❧ Works in the here and now
- ❧ Performance oriented
- ❧ Flexible approach
- ❧ Welcomes change
- ❧ Institutes change quickly
- ❧ Expects people to “make it fun”



# Chapter 3

## Failing your OWLS



# “Blue”



- ❧ Attention-getting misbehaving
- ❧ Lying to save face
- ❧ Withdrawal
- ❧ Fantasy, day-dreaming, and trancing-out
- ❧ Crying and depression
- ❧ Passive resistance
- ❧ Yelling and screaming

# “Gold”



- ❧ Complaining and self-pity
- ❧ Anxiety and worry
- ❧ Depression and fatigue
- ❧ Psychosomatic problems
- ❧ Malicious judgments about yourself or others
- ❧ Herd mentality exhibited in blind following of leaders
- ❧ Authoritarianism and phobic reactions

# “Green”



- ❧ Indecisiveness
- ❧ Refusal to comply or cooperate
- ❧ Extreme aloofness and withdrawal
- ❧ Snobbish, put-down remarks, and sarcasm
- ❧ Refusal to communicate; the silent treatment
- ❧ Perfectionism due to severe performance anxiety
- ❧ Highly critical attitudes toward yourself or others

# “Orange”



- ❧ Rudeness and defiance
- ❧ Breaking the rules intentionally
- ❧ Running away and dropping out
- ❧ Use of stimulants
- ❧ Acting out boisterously
- ❧ Lying and cheating
- ❧ Physical aggressiveness





# Chapter 4

## Houses of SHIELD

# Reflection



- ❧ What are some thoughts after taking the inventory?
- ❧ How can you use this information in the future?
- ❧ Questions?