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
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
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

- Hufflepuff – Blue & Gold
- Griffyndor – 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.
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.
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.
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.
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?