



## Dimensions of Leadership Profile®

The *Dimensions of Leadership Profile*® is designed to strengthen your organization in three ways:

1. **Discover how you want to lead.** You will better understand how you are likely to make use of a leadership opportunity. You will see how you contribute to a group's success and learn how to better plan for your own leadership development.
2. **Learn what kinds of leaders you want to follow.** Find out what people need and want in a leader. Discover the kinds of leadership they want to support. Results offer valuable feedback to company leaders, helping them to see how others perceive their contributions.
3. **Determine the dimensions of leadership needed by your organization.** Every organization is faced with unique challenges, each of which may require a different combination of leadership skills. With the insights gained from the Dimensions of Leadership Profile, you can more purposefully recruit and encourage potential leaders to contribute where needed.

### Discover the Twelve Dimensions of Leadership

The *Dimensions of Leadership Profile* allows learners to explore leadership from one of three points of view: self as a leader, another person as a leader, or the need for leadership. The profile then guides learners in their personal assessment of four broad aspects of leadership: *Character, Analysis, Accomplishment, and Interaction*. Finally, learners determine how they view twelve specific dimensions of leadership:

- *Enthusiasm*
- *Integrity*
- *Self-renewal*
- *Courage*
- *Perceiving*
- *Judgment*
- *Performing*
- *Problem solving*
- *Team building*
- *Collaboration*
- *Inspiring*
- *Serving others*

### Develop Leaders at All Levels of the Organization

The *Dimensions of Leadership Profile* helps people in your organization:

- *discover personal leadership characteristics*
- *define the primary qualities needed by leaders*
- *develop an understanding of the leader-follower relationship*
- *encourage acceptance of different approaches to leadership*
- *match leadership approaches to organizational needs*
- *meet the challenges of today's team-oriented workplace*
- *recognize the strengths in shared leadership*

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