Leadership Type

Profile & Growth Strategies

Student Guide

LeaderTreks

1. When I'm a part of a work group...
    a. I would rather focus on getting the work done
    b. I would rather be responsible for planning and problem-solving
    c. I would rather focus on relationships
    d. I would rather be responsible for the team as a whole

1.
☐ a
☐ b
☐ c
☐ d

2. I am the kind of person who prefers...
    a. Getting to know the other people on a project
    b. Getting other people to work on a project
    c. Working on each step of a project
    d. Planning a project

2.
☐ a
☐ b
☐ c
☐ d

3. People sometimes tell me that I am...
    a. Good at thinking ahead
    b. Good at organizing things
    c. Good at taking charge
    d. Good at listening and befriending

3.
☐ a
☐ b
☐ c
☐ d

4. When helping with a long and boring task...
    a. I would tend to make sure everyone was involved and helping
    b. I would tend to talk with others as we worked
    c. I would tend to think about other ways to do our work
    d. I would tend to pitch in right away and do my part

4.
☐ a
☐ b
☐ c
☐ d

5. I like it when other people...
    a. Tell me I'm doing good work
    b. Tell me I'm creative
    c. Tell me I know how to make things happen
    d. Tell me they appreciate me as a person

5.
☐ a
☐ b
☐ c
☐ d

6. When I encounter a problem or obstacle, I like to...
    a. Bring others together to work it out
    b. Take quick action and see what happens
    c. Talk it through with another person for clarity
    d. Take some time to think about it and generate options

6.
☐ a
☐ b
☐ c
☐ d

7. I consider myself to be more...	7.
a. Idea oriented	☐ a
b. People oriented	☐ b
c. Task oriented	☐ c
d. Goal oriented	☐ d

8. Other people have told me I tend to be good at...	8.
a. Completing projects	☐ a
b. Being in charge	☐ b
c. Coming up with new ideas	☐ c
d. Meeting new people	☐ d

9. What bothers me is when...	9.
a. People aren't friendly	☐ a
b. People don't finish their work	☐ b
c. People won't take risks	☐ c
d. People don't use their head	☐ d

10. Here is the most important outcome to me...	10.
a. I just want the team to win or reach the goal	☐ a
b. I just want team members to grow	☐ b
c. I just want teammates to get along	☐ c
d. I just want the team to get it right	☐ d

Growth Strategies

What Do the Leadership Types Mean?

The four types are Doer, Thinker, Relater, and Mover. Each type shows a primary concern about one of the ingredients for a good team: getting something done, developing solutions, getting along, and accomplishing the goal.

Doers are primarily concerned about the tasks to be accomplished by the team. They like to focus on the task at hand, make checklists, get things organized, correct errors, and hit deadlines. Doers want the team to get it right.

Thinkers are primarily concerned about generating new ideas and solving team problems. They like to gather information, analyze a situation, brainstorm new ideas, develop plans, be creative, and get all the pieces working together. Thinkers want the team to develop creative solutions.

Relaters are primarily concerned about people and team relationships. They like to get to know the other team members, build relationships, encourage others, be a good listener, and be supportive. Relaters want the team members to get along.

Movers are primarily concerned about achieving goals and getting the team from here to there. Movers like to accept challenges, set goals, get others involved, make decisions, take appropriate risks, and persevere over difficulties. Movers want the team to win.

Every team needs to get along, to get something done, to develop solutions, and to accomplish the goal. Each leadership type addresses one of these four important ingredients. Next, you will compare all four types to confirm your score and find ways to improve the way you lead a team.

Leadership Type Grid

Here is a comparison of the four leadership types. Read through all of the descriptions to discover how people behave like you or unlike you as they lead or contribute to a team. Using a highlighter or pen, mark all of the tendencies that describe you. Then focus on your primary type and mark one or two steps you can take to become a more effective team member or team leader.

Doer		Thinker	
Concerned primarily about tasks to be accomplished by the team		Concerned primarily about generating new ideas and solving team problems	
Tendencies in a team setting may include:	*To be more effective as a team leader:*	*Tendencies in a team setting may include:*	*To be more effective as a team leader:*
• Focusing on the task at hand • Organizing the work of others • Making checklists • Starting and completing projects • Improving the process • Setting and meeting deadlines • Correcting errors • Wanting to get the work done • Wanting the team to get it right	• Be sensitive to needs of others • Avoid being over controlling • Share the workload • Show respect for team members • Show appreciation for efforts of others • Be willing to try new procedures • Avoid attitude of using people • Commit to building relationships	• Thinking ahead • Being creative • Gathering information • Analyzing a situation • Talking about issues in the group • Brainstorming new ideas • Developing plans • Getting pieces to work together • Wanting to solve team problems	• Avoid needing to be right all the time • Avoid bogging down in detail • Don't criticize other team members • Show respect for people • Don't be a loner • Be willing to take responsibility • Be more positive and optimistic • Commit to being a part of the team

Relater		Mover	
Concerned primarily about people and team relationships		Concerned primarily about goals and getting the team from here to there	
Tendencies in a team setting may include:	*To be more effective as a team leader:*	*Tendencies in a team setting may include:*	*To be more effective as a team leader:*
• Building relationships • Being supportive and loyal • Showing appreciation • Encouraging others • Acknowledging someone's effort • Being a good listener • Being agreeable • Sticking with the team • Wanting people to get along	• Be aware of what needs to be done • Pay attention to the schedule • Be willing to share your ideas • Be flexible and open to change • Ask for help in prioritizing work • Avoid withdrawing when people disagree • Commit to reaching team goals	• Setting goals • Accepting challenges • Taking charge • Wanting immediate results • Getting others involved • Making quick decisions • Taking appropriate risks • Persevering over difficulties • Wanting the team to win	• Be open to ideas of others • Get the facts and details • Avoid unnecessary risks • Be patient with team members • Avoid being demanding or bossy • Strive to remain humble • Respect authorities over you • Commit to sharing leadership

Ministry Match

For further application, use this chart as a guide for how well your leadership type matches these typical ministry responsibilities.

Ministry Responsibility	Doer	Thinker	Relater	Mover
Acting, singing or playing music	Low	High	Low	Medium
Advising others on personal finances	High	Low	Low	Medium
Arranging social events	Medium	Low	High	Low
Building relationships	Low	Low	High	Low
Caring for hurting people	Low	Low	High	Low
Catering or cooking	Medium	Low	High	Low
Chairing meetings	Low	Low	Medium	High
Coaching a team	Low	Low	Medium	High
Constructing or building	High	Medium	Low	Low
Coordinating a group	High	Low	High	Medium
Counseling a needy person	Low	Low	High	Low
Developing teaching materials	Low	High	Low	Low
Directing a performance	Low	Medium	Low	High
Discipling others in their faith	Medium	High	Medium	Low
Doing routine tasks behind the scenes	High	Low	Low	Low
Doing secretarial or clerical work	High	Low	Medium	Low
Drawing or designing	Low	High	Low	Low
Encouraging people in need	Low	Low	High	Low
Entertaining at home	Low	Medium	High	Low
Evaluating programs	Medium	High	Low	Low
Fixing or repairing things	High	Low	Low	Low
Fundraising	Low	Low	Low	High
Gathering and distributing information	High	High	Low	Low
Leading a discussion	Low	High	Medium	Low
Maintaining or cleaning	High	Low	Low	Low
Making crafts or decorations	High	High	Medium	Low
Nurturing a small group	Low	Medium	High	Low
Operating equipment or vehicles	High	Low	Low	Low

Ministry Responsibility	Doer	Thinker	Relater	Mover
Organizing a project or event	High	Low	Medium	Low
Overseeing a program	Low	Medium	Low	High
Pioneering a new ministry	Low	Low	Low	High
Planning and envisioning	Low	Medium	Low	High
Promoting a program or project	Low	Low	Low	High
Recruiting volunteers	Low	Low	Medium	High
Researching or studying	Low	High	Low	Low
Resolving conflicts	Low	Low	Low	High
Speaking or preaching	Low	Medium	Low	High
Supervising others	Low	Low	High	High
Teaching a class	Low	High	Medium	Low
Training others	Medium	High	Low	Low
Tutoring individuals	Medium	High	High	Low
Visiting with the sick or elderly	Low	Low	High	Low
Welcoming people	Low	Low	High	Low
Witnessing	Low	Low	Medium	High
Writing or editing	Low	High	Low	Low

Response Sheet

Transfer your answers to the following chart to discover your leadership type. Circle the letter corresponding to the answers you marked for each question. Then total your score at the bottom of each column.

Question	Doer	Thinker	Relater	Mover
1	A	B	C	D
2	C	D	A	B
3	B	A	D	C
4	D	C	B	A
5	A	B	D	C
6	B	D	C	A
7	C	A	B	D
8	A	C	D	B
9	B	D	A	C
10	D	B	C	A
Total				

Your highest total score is your primary leadership type. Write the name of your leadership type in the space below. If another type scored a close second, write the name of that type as your supporting type. If no other type scored close, then leave that space blank.

My primary leadership type: _____

My supporting leadership type (if any): _____