



LEADERSHIP DESIGN CENTER **PERSONAL BLUEPRINT**

FOR: Name
DATE: Date



**LEADERSHIP
DESIGN
CENTER**

Career & Wellness Solutions
www.leadershipdesigncenter.com

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INTRODUCTORY MESSAGE

Welcome to Leadership Design Center. Our Total Self-Leadership program is designed to assess your current skills, highlight strengths and offer training and development to fill any gaps helping you become a stronger leader, for yourself and others.

We ask you to remember that all assessments are a point in time. These are not personality assessments, rather showcase your current focus, beliefs and motivations.

We hope that you find this program insightful, productive and essential for your development.

Melani Luedtke-Taylor
Founder and CEO
Leadership Design Center

Katrina Houghton
Founder and CIO
Leadership Design Center

PROGRAM OVERVIEW



Assessments

Four assessments to capture where you currently are with your skills.



Personal Analysis

A personalized blueprint outlining the analysis of each assessment and offering resources.



Personal Coaching

Coaching is available to continue your learning.



Further Education

A library of resources will be available to you - both those indicated in your blueprint and other topics.



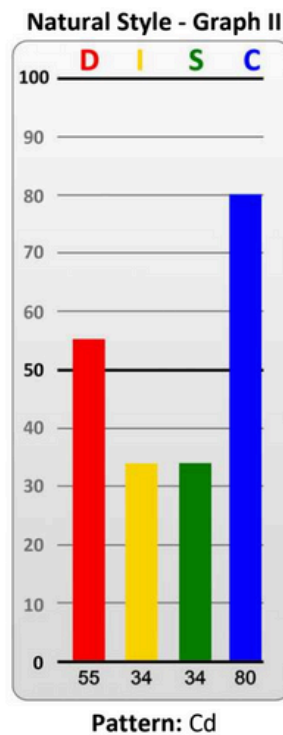
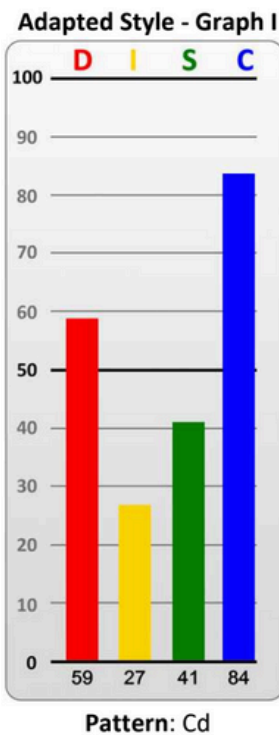
Reassess 1 Year

Assessments will be provided after 1 year to show you the progress you have made.



DISC ANALYSIS

Adapted and Natural Style



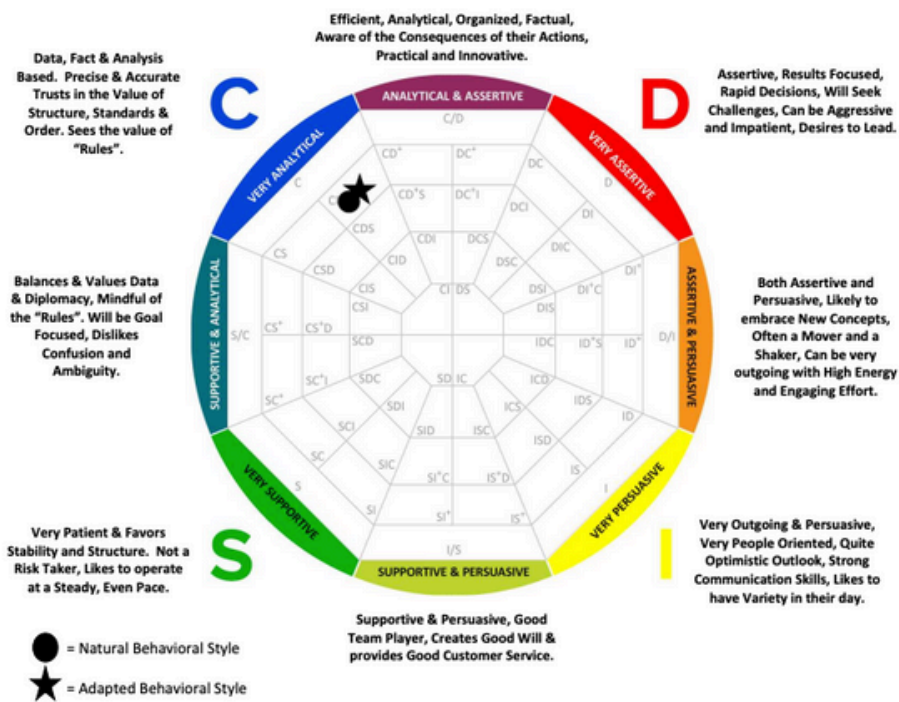
CD - the Explorer type is described as a creative change agent leader, You are someone who prefers to make decisions quickly but effectively, which at times may cause conflict as being analytical is very important. You can be a good multi-tasker as being productive is critical to feeling accomplished. You are opinionated when asked but otherwise, you keep yourself guarded and closed off to others until you are sure of their motives.

You are a natural problem solver who focuses on facts and data - proof you can see and touch. Quality of work is important because you want to be seen as competent in your work. You also need that freedom in your work to make the decisions based on the proof. A micro-management style will not work with you and will cause you to be under stress.

Keep an eye out for trying to over prove your competence because it could come off as condescending to others. You can also benefit from learning how and when to use different types of management styles with direct reports.

DISC ANALYSIS

Behavioral Pattern



You are a “what you see is what you get” kind of person. There is very little shift in your natural (your every day comfortable style) and your adaptive (what you need for your situation) style.

The opposite of CD is the IS style so expect to see some conflict here, particularly with Is who are very talkative, share frequently and want to get to know you.

It is also quite possible that you will have a challenge communicating with other high Cs, particularly in situations where there is a disagreement about expertise or competency.



DISC

ANALYSIS

Behavioral Tendencies

Behaviors	Natural	Adapted
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Evidence-based (C)	Evidence-based (C)
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Precision (C)	Precision (C)
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Rules (C)	Rules (C)
Self-Reliance <i>How this individual works within a team.</i>	Directive (D)	Directive (D)
Personal Drive <i>How this individual's own goals move things forward.</i>	Self-Driven (D)	Situational
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Situational	Situational
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Situational	Situational
Change Resistance <i>How this individual resists engaging with change.</i>	Drives Change (D)	Situational
Building Rapport <i>How this individual focuses when interacting with others.</i>	Results-Focused (D)	Results-Focused (D)
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Reserved & Detailed (C)	Reserved & Detailed (C)
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Accuracy (C)	Accuracy (C)
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Structural (C)	Structural (C)

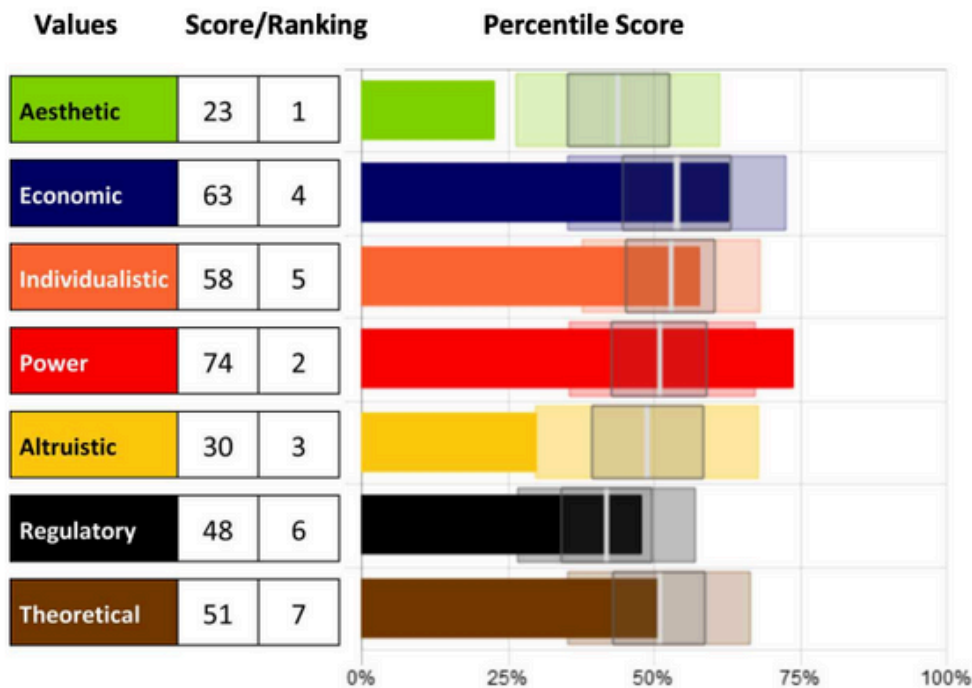
As there is not much change between your natural and adaptive styles, your behavior remains relatively stable.

Your change in “Change Resistance” from Drives Change to Situational may be due to analysis that you have received as to whether or not change is the best course of action. You are always calculating if change is a benefit or too much of a risk.

In addition, the shift in “Personal Drive” from Self-Driven to Situational may depend on your current life situation. For example, the addition of more responsibility may require more help from a trusted (and only a trusted) person.

MOTIVATORS ANALYSIS

Dimension Overview



Your top motivation is Low Aesthetic - you are not a “heads in the clouds” decision maker. You make decisions that are grounded in reality and truth. And with your second motivation being High Power, you are not afraid to make that decision quickly and confidently.

Your third motivator is Altruistic which identifies an internal motivation for decisions. You look for the benefit to yourself. However, this is just within the median range which really signifies that this is situational and not a constant. You will consider others when the situation calls for it.

Economic, Individualistic, Regulatory and Theoretical are all very close to the midpoint which identifies a pattern of using these areas for decision making dependent on the situation. For example, if you do not have enough data to feel confident in a decision you are making, you may feel it necessary to lean on what data you can gather more so than making a decision based on your gut.

MOTIVATORS

ANALYSIS

Word Matrix



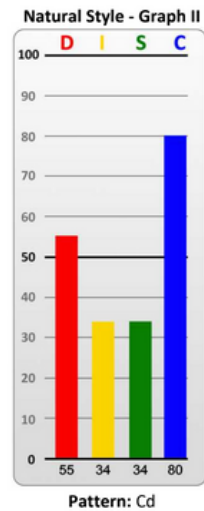
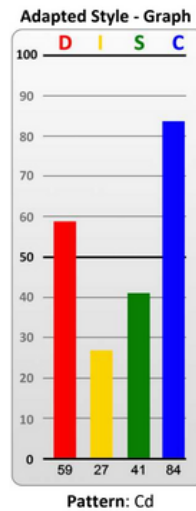
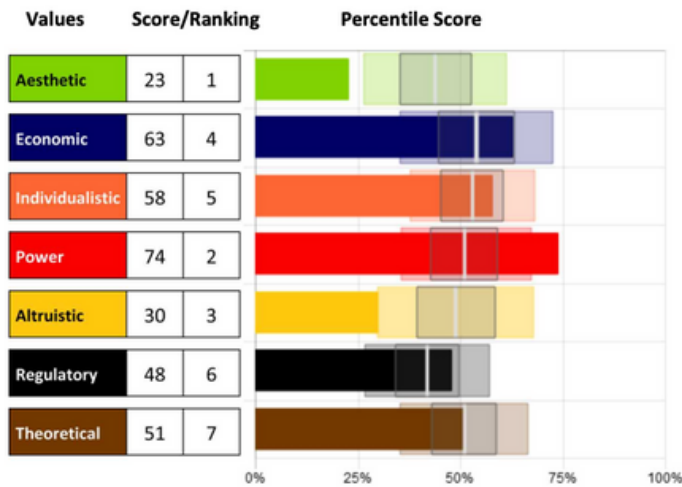
There are a few interesting combinations in your word graph for motivators.

Creative and Inquisitive go hand-in-hand. You mentioned that you didn't feel as if you were the creative type. Well, perhaps you aren't in the traditional sense, but being about the identify problems and create solutions is a type of creativity! Do not underestimate that super power. Too many people think inside the box and you, Brooke, do not.

Alternatively, Inquisitive and Suspicious are quite opposites! Use that beautiful inquisitive mind to relate to others. I think you will be surprised what you get back in return.

COMBINED ANALYSIS

DISC and Motivators



As we discussed on our call, Your DISC C is directly in line with your first Motivator, Low Aesthetic. Cs are typically grounded in reality first. Also, Power as your second ranked Motivator aligns directly with your D in DISC. This makes you the transparent, you see what you get person when there is such alignment across both assessments.



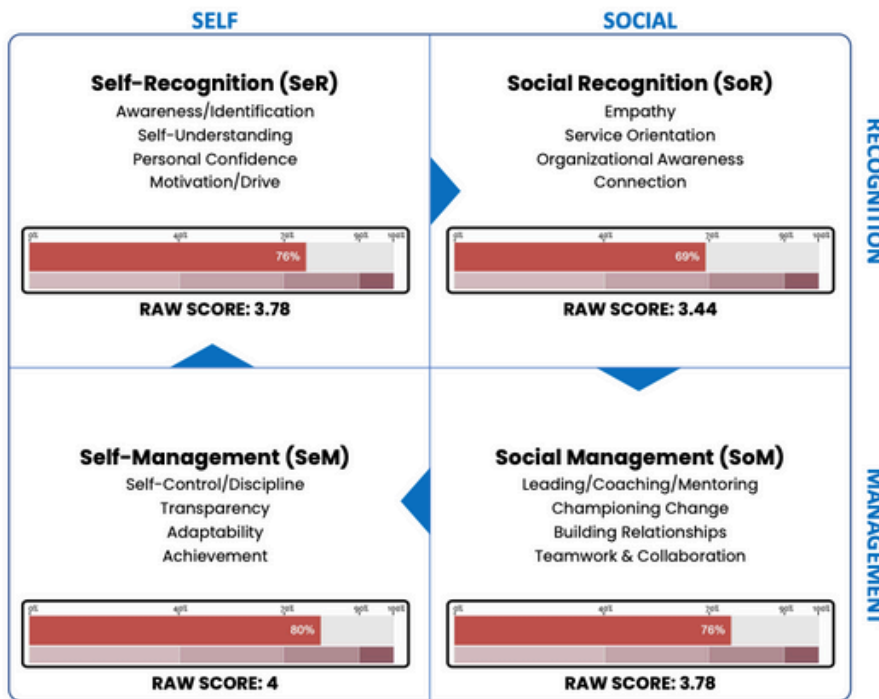
EIQ ANALYSIS



RAW SCORE: 3.75

Note: The Raw Score gives an average based on a scoring range from 1-5

Aggregate Scoring



Your overall EIQ assessment score is 75%, Proficient level, which is a great score.

Not surprisingly, Your Self-Management score is the highest, showing a higher proficiency in managing yourself, while Social Recognition is the lowest and has scored outside of Proficient into the Vulnerable level.

You Management scoring is higher than your Awareness scoring - indicating a more proficient level of acting once something presents itself rather than being able to predict or recognize behaviors in yourself and others.

EIQ ANALYSIS

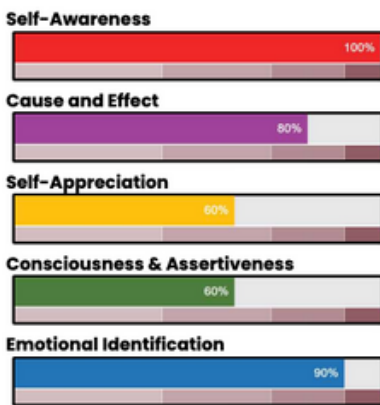


RAW SCORE: 3.75

Note: The Raw Score gives an average based on a scoring range from 1-5

Recognition Dimensions

Self-Recognition (SeR)

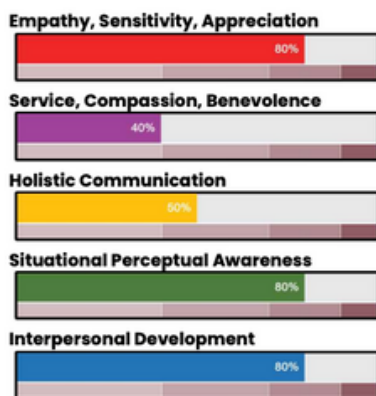


You are excellent at knowing yourself!

Self-appreciation is one of the lower scores in this category. We discussed that being the center of attention is hard for you. Be sure to remember that people want to see that they made you happy.

Consciousness & Assertiveness - remember, you do not have to run the world! Saying yes to everything will lead to burnout. Remember your priorities and focus on those.

Social Recognition (SoR)



You analyze everything about everyone. How can you become more a part what is happening around you without being ridiculously uncomfortable? Try baby steps here. Maybe contribute something to the conversation of substance (for example, if a group is talking about the weather, mention how you read an article about how El Nino is changing the climate). This takes a small talk conversation into a real conversation that you could participate more comfortably in.

You are so practical with your emotions. This “is what it is” type of attitude and since it can’t be changed why worry about it? A good reminder is that other people’s emotions are real to them. While you may not understand why they may be reeling or continuing to dwell on how they are feeling, know that they are, and empathize accordingly.

EIQ ANALYSIS



RAW SCORE: 4.11

Note: The Raw Score gives an average based on a scoring range from 1-5

Management Dimensions

Self-Management (SeM)

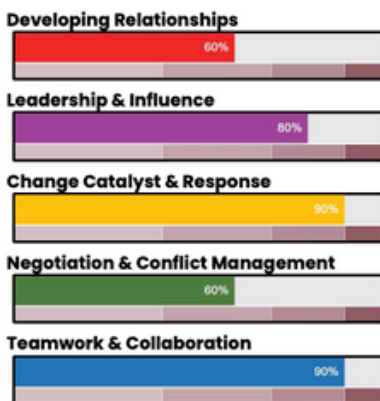


Motivation and Positive Psychology - you are so responsible for your own success. You can 100% make your own destiny!

The transition period you are in where you are deciding what your passion is and if you want to pursue it can be a very uncomfortable position. You analyze everything so calculated risk is not outside the realm of possibility for you. This is your life, decide what is going to make you happy and the best person you can be while also maintaining your sense of responsibility and competence.

Loyalty is an amazing virtue as long as it is serving you.

Social Management (SoM)



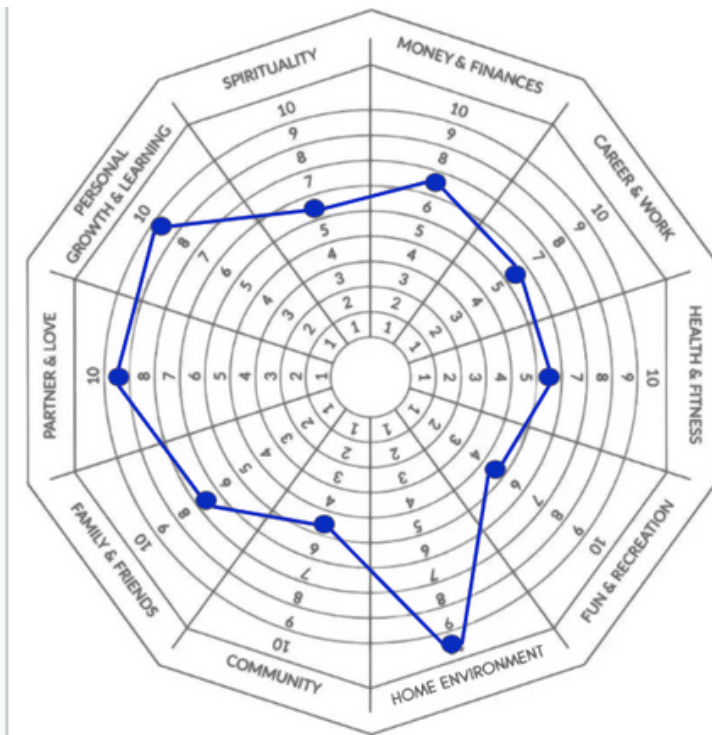
We also discussed that developing relationships is going to be important as you getting further in your career and life.

Not necessarily close relationships, but relationships that can benefit you and a deeper level. There are three types of empathy: cognitive (I understand your perspective), social (building and sensing rapport), empathic concern (I want to help someone in distress). How can you use this model to help build those relationships?

A tip suggested by dynamic leaders is to envision that everyone has a sign around their neck that says "make me feel important". How can you make each person feel as if they were the most important person in the room?

WHEEL OF LIFE ANALYSIS

Self Scoring



Your wheel is very balanced, especially as your life shifts as you make the decisions about your job.

Even though you are unhappy with where you are now as far as your role, and it helps you get to the next stepping stone, the reward is not worth the energy and return on investment.

Being very aware of who you are and what path you want to take in life, will help push out any of your current mid-level scores.

A reminder to take the small steps for your health. Choose one or two things that you can do that are easy so that you can continue to make progress and feel good in your everyday. This includes fun! We love that your son is one of the measures of fun. What are other the little things that you can add into your life?

One area that we want you to be sure that you continue to be aware of is only taking on what your life allows you to take on. As a culture, we tend to push ourselves to the breaking point. You may have the profile of a super-human but you are still human. Taking on too much will burn you out in the long run.



TOP STRENGTHS



Decisiveness

A great decision maker who wants to be both expedient and accurate.



Driving Change

Who is scared of change? Not you! As a change agent, you thrive in change and look to make contributions where possible.



Authenticity

You are who you are! There is never any question as to what you are thinking which helps to drive trust in relationships.



Balance

You are focusing on all parts of your Wheel to try to live the best life for you.



Quality

You want things to be just right, focusing on ensuring that your work and decisions have a high quality output.



Problem Solver

You show that no challenge is insurmountable. You really work hard to solve those puzzles.

TOP WEAKNESSES



Self-Reliance

Self-Reliance can be a good thing - until it is utilized to eliminate diverse ideas and perspectives. Ensure you are bringing the right people in to be successful



Questioning

Remember that not everyone has a deceptive motive. Being perceived as a micro-manager can ruin an otherwise fabulous team.



Connection

There is nothing wrong with a few close friends, but working on ensuring you build a healthy, trusting network will serve you in the long run.



Laser Focus

Laser focus can be a strength, until it inhibits your ability to see a wider perspective. Be sure to ask yourself if you are missing the bigger picture.



Co-Decisions

Being such an amazing decision maker also has a downside when you have to share decisions with another decision maker.



Drive to #1

You can be ultra competitive. Give yourself the grace to not always have to win but to do your best.

TOP OPPORTUNITIES



Strong Leader

You have the proficiency to be a strong visionary leader. Work on some of the areas to be an even better all-around leader.



Energy Shifts

Recognizing that you had had to shift your energy to communicate with other styles is a start, recovering is the second step.



Communication

Being familiar with DISC gives you the opportunity to identify a type and communicate appropriately. This skill will serve you well.



Inclusivity

Bring others into the decision making process. Show off your expertise while leaving room for input. Your teammates will appreciate the effort.



Freedom

You will be successful with the freedom to create new projects, make your own decisions and see the project through.



Patience is a Virtue

You have the opportunity to exhibit more patience, particularly with S styles who are slower paced and people-oriented.

TOP THREATS



Self-Confidence

You have strong self-confidence when you feel like an expert, but question yourself if you feel there is a risk to that perception, to yourself or others.



Perception

You mentioned that people see you as “cold”, but you are far from it. How can you work on changing that perception to build long-term connections?



Miscommunication

Work on your communication skills to relate to and show empathy for other people. This will help build that network and make you a well-rounded leader.



Distrust

Not everyone deserves your trust, but not everyone doesn't either. Make yourself a tiny bit vulnerable to give people a chance.



Over-achiever

You are strongly balanced, however, focusing on too much at one time can often lead to burnout. Keep an eye on your true priorities.



Alienating

Alienating people for the sake of getting things done is not the mission, as you well know. Use your tools to create relationships and get things done - you will be unstoppable!

SUGGESTED REFLECTIONS

1.

Is there a benefit to opening yourself up to others more? What are the pros, what are the cons?

2.

You hate to be micro-managed. This is not uncommon for most. How can you give a little trust to those around you?

3.

What steps can you take to build a sincere and trusting network of people around you? How does this benefit you?

4.

What process and KPIs can you setup that will allow you to prove to yourself that you can make a big change in your life?

5.

Do you feel as if you are able to make decisions with the “big picture” in mind?

6.

Have you ever made a decision too quickly and missed something? What could you have done instead?

7.

Spreading yourself thin leads to burnout. Are you on that path or do you feel as if you have the right balance for today?

8.

What actions can you take to not feel so drained after dealing with people (particularly the high I!)?

SUGGESTED RESOURCES

1.

Assessment Recordings

You can revisit your assessment recordings here: Assessment 1 Passcode: oGEC*g9 and Assessment 2 Passcode: #7T%A0z

2.

Tensions Among Styles Worksheet

Identify the different styles of those around you and outline how you can better communicate with them on an ongoing basis. (Worksheet, in library)

3.

Embracing Uncertainty: The Essence of Leadership

by Phillip G. Clampitt: This guide offers a different approach from the misleading formulae for success offered by much self-help business literature. The authors believe that in today's turbulent competitive environment, it is necessary to embrace uncertainty and set more realistic expectations. (Book)

4.


Daniel Goleman and the Three Types of Empathy

Expert Daniel Goleman is interviewed with Oprah: <https://youtu.be/2PSfT8GLB4M?si=CLuQWCJfvpR7qISz>.

5.

Micro Managing

This quiz, workbook and solution guide will walk you through how to limit micro-management. (Guide, in library)



WHAT'S NEXT



1.

Review Resources

Review the resources that are provided in the library and get any of the resources that were provided as recommended.

2.

Further Education

Attend the live or recorded workshops for DEBTS.

3.


Personal Coaching/Training

Meet with our coach trainers to help you along your path. Need a little support? Need accountability? We can help.

4.

Re-Assess

Reassess in one year to review your progress.



CLOSING MESSAGE

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ABOUT US

Leadership Design Center is an agency creating bespoke leadership programs to help develop confident leaders and high-functioning teams.

Contact us at totalleadershipcenter.com to see how we can further help you continue your journey.



LEADERSHIP DESIGN CENTER
Career and Wellness Solutions

THANK YOU



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