

# LEADERSHIP UNFILTERED

Explore Your Style.



## WHAT IS YOUR LEADERSHIP STYLE?

### TIME TO FIND OUT.

Dive into these insightful questions and discover what truly drives your leadership.

**NO JUDGMENT—JUST VALUABLE SELF-DISCOVERY.**

## LEADERSHIP SKILLS

### Active Listening

*“Most people aren’t really listening to understand—they’re just waiting for their turn to talk.”*

*This:* Am I truly absorbing what’s being said?

*That:* Do I find myself preparing my next response while they’re still talking?

### Empathy

*“Empathy is the skill to step into someone else’s world and truly get what they’re feeling or thinking—because understanding always beats assuming.”*

*This:* Do I genuinely understand where my team is coming from?

*That:* Am I simply acknowledging their words without fully connecting?

### Goal Setting

*“Goal setting is about figuring out what you want, plotting the course, and checking your progress. Think of it as your personal roadmap—minus the traffic jams!”*

*This:* Am I guiding my team toward realistic, clear goals?

*That:* Are we aiming at targets that may shift as we go?

### Feedback

*“Feedback isn’t good or bad—it’s just data. It’s your personal performance GPS, helping you navigate to your next level.”*

*This:* Is my feedback constructive and empowering?

*That:* Does it sometimes land in ways I didn’t quite intend?

### Motivation

*“It’s not your job to light the fire under your team; it’s to make sure you don’t throw water on it. Be the breeze that lifts them up, not the weight that holds them down.”*

*This:* Do I create an environment where my team feels driven and inspired?

*That:* Do I sometimes wonder if I’m more cheerleader than catalyst?

## LEADERSHIP SKILLS (CONTINUED)



### **Problem-Solving**

*"I'm either empowering my team to find their own solutions or swooping in too often like a superhero. True leadership means guiding them to soar, not just catching them every time they stumble."*

*This:* Am I helping my team find their own solutions?

*That:* Am I stepping in too often to solve things for them?

### **Accountability**

*"I'm either fostering real accountability or my expectations are as clear as a jigsaw puzzle missing half the pieces. Leadership is about building a solid foundation and following through, not leaving my team piecing things together in confusion."*

*This:* Am I fostering accountability in a way that's meaningful?

*That:* Are expectations and follow-through sometimes left a bit vague?

### **Development**

*"I'm either actively nurturing the growth of my team, or their development is happening mostly by chance. True leadership means being intentional about their progress, not leaving it up to luck."*

*This:* Am I actively contributing to the growth of my team?

*That:* Does their development happen mostly by chance?

### **Positive Reinforcement**

*"I'm either consistently recognizing progress or I'm too focused on major milestones and overlooking the small victories. True leadership celebrates every step forward, no matter how small."*

*This:* Am I recognizing progress consistently?

*That:* Am I focused more on major milestones than the small victories?

### **Adaptability**

*"I'm either adjusting my approach to meet each person where they are, or I'm sticking to what feels most comfortable for me. True leadership requires flexibility to connect with everyone effectively."*

*This:* Do I adjust my approach to meet each person where they are?

*That:* Do I tend to stick to what feels most comfortable for me?

### **ABOUT JWCO+**

The goal is straightforward: align everyone—from executives to interns—through clear, efficient communication that builds alignment, agreements, and accountability. Ensuring that values, culture, priorities, and key metrics are all in sync, the aim is to make sure that when everyone's on the same page and accountable, outcomes that impact people and performance are just around the corner.

## COACHING SKILLS



### **Problem-Solving**

*"I'm either asking guiding questions that empower my team to find their own solutions, or I'm handing out answers like candy to save time.*

*Real leadership is about encouraging growth, not just jumping in to solve problems."*

*This:* Do I ask guiding questions that encourage my team to find their own solutions?

*That:* Do I provide the answers or solve problems for them to save time?

### **Goal Setting**

*"True leadership is the balance between setting ambitious goals that push your team's potential and ensuring that growth doesn't get lost in the pursuit of simply checking off tasks."*

*This:* Do I help my team set ambitious yet achievable goals that stretch their abilities?

*That:* Do I focus more on getting tasks done than challenging them to grow?

### **Adaptability**

*"I'm either helping my team set ambitious yet achievable goals that push their limits, or I'm more concerned with ticking off tasks than challenging them to grow. Real leadership is about fostering potential, not just maintaining momentum."*

*This:* Do I tailor my coaching approach to fit each individual's unique needs and strengths?

*That:* Do I use the same coaching style for everyone, expecting them to adapt to me?

### **Accountability**

*"Am I creating accountability that builds trust and independence, or am I stepping in when progress stalls? Real leadership is letting your team own their success, not controlling every move."*

*This:* Do I establish accountability in a way that builds trust and autonomy?

*That:* Do I monitor progress closely and step in when things aren't moving fast enough?

### **Continuous Development**

*"Am I fostering a culture of learning and growth, even when challenges hit, or am I just focused on hitting the numbers? Real leadership is about nurturing long-term potential, not just meeting today's targets."*

*This:* Do I encourage my team to embrace learning and growth, even during challenges?

*That:* Do I focus on hitting targets over fostering long-term development?

**CONTACT JWCO+**

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