



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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