

# Embracing the New Leader Archetype

Clinton Ages

Certified Professional Coach

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# Objectives

- 🔥 Discuss Archetypes of Leadership
- 🔥 Emphasize New Leadership Archetype
- 🔥 Review Personality Types
- 🔥 Exercise: Personal Mission Statement
- 🔥 Exercise: Coaching Demonstration
- 🔥 Exercise: Identify Personal Brand & Leadership Style
- 🔥 Explain HumanSigma
- 🔥 Describe how to incorporate the philosophy of HumanSigma into your personal work attitudes



**Strategist**

**Innovator**

**Change-Catalyst**

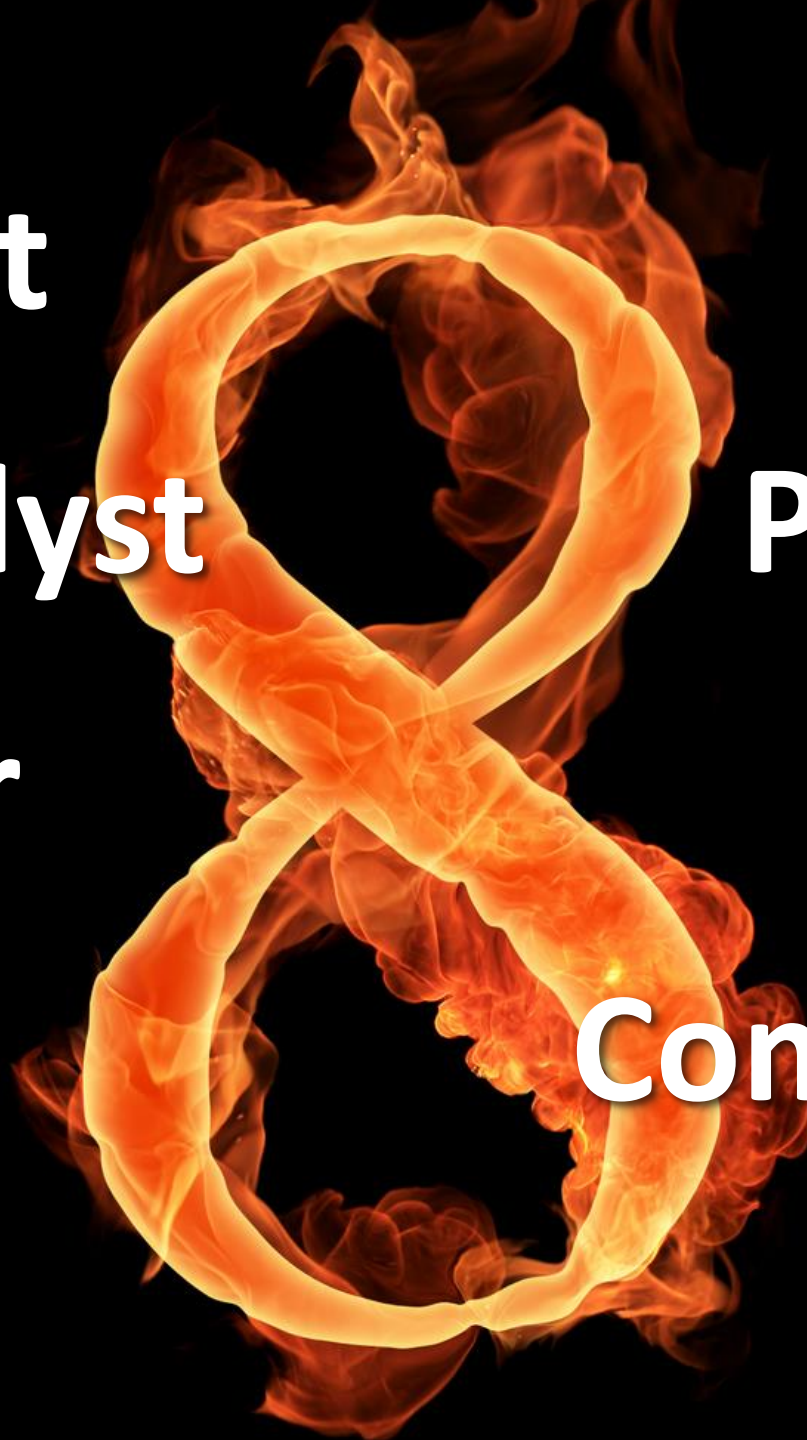
**Processor**

**Transactor**

**Coach**

**Builder**

**Communicator**



*“... one typically sees a number of **recurring patterns of behavior** that influence an individual’s effectiveness within an organization. I think of these patterns as leadership “archetypes,” reflecting **the various roles (leaders) can play** in organizations, and it is a **lack of fit** between a leader’s archetype and the context in which he or she operates is a **main cause of team and organizational dysfunctionality and (leadership) failure**”*

- Manfred F. R. Kets de Vries



# Recommendation

Function as a Coach

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# How do you Coach someone?

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# Coaching Basics – Understand the person

- 🔥 People think, feel and prioritize differently
- 🔥 Our personality influences how we think, feel and prioritize
- 🔥 Pros and cons of "labels"
- 🔥 We all have parts of each, and, we tend to be one more than the others
- 🔥 Recognize and adjust to styles
- 🔥 Treat clients/staff based on who they are
- 🔥 Build rapport and trust with clients/staff by flexing to their style



# Coaching Basics – Understand the person

<b>People</b>	<b><i>Passive</i></b> <i>Cautious, take time to think, other focus</i>	<b><i>Aggressive</i></b> <i>Opinionated, jump right in, fast-paced</i>
<b><i>Emotion</i></b> <i>Feelings, people stories, compassion</i>	<b>Pleaser</b>	<b>Celebrator</b>
<b><i>Logic</i></b> <i>Tasks, planning, results</i>	<b>Investigator</b>	<b>Achiever</b>



# Coaching Basics – Pleaser

## Pleaser



Strengths	Possible Weaknesses	Do	Don't
Loyal Friendly Peacemaker Caregiver Team player/Reliable	Easily influenced Hard to say no Sensitive / Insecure Accommodating Indecisive	Say please, thank you Use pleasant tones Be calm Ask rather than tell Value them	Push Get impatient Ask too much Ignore them Get loud or angry



# Coaching Basics – Celebrator

## Celebrator

Strengths	Possible Weaknesses	Do	Don't
Optimistic Creative Humorous Passionate Persuasive Adventurous	Self-focused Creative clutter Lack follow-thru Dramatic Overwhelm others Talkative	Give a challenge Let them talk Show appreciation Smile and laugh Use humor Be flexible	Follow rules blindly Assume they can't Shut them down Demand Give excessive detail Talk slowly

# Coaching Basics – Achiever

Achiever

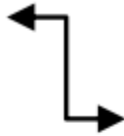


Strengths	Possible Weaknesses	Do	Don't:
Multi-task Results Self-directed Decisive Leadership Handle pressure	Intimidating Insensitive Impatient Blunt Demanding Act too fast	Listen and agree Support them Give independence Get to the point Follow through Get it done	Bring problem without solution Be indecisive Talk too much Point fingers Get defensive



# Coaching Basics – Investigator

Investigator



Strengths	Possible Weaknesses	Do	Don't:
Analysis Research Organization Planning Accuracy Detail	Paralysis by analysis Stubborn Multi-tasking Slow to act Resist change Perfectionist	Allow time Give space Make appointments Listen Ask for solutions Ask for a timeline	Push Yell Interrupt Chit-chat Overload Ignore facts or details





# Coaching Questions

- 🔥 Avoid getting too involved in their problems, proposing answers or offering options and solutions.
- 🔥 A coach does not focus on the technical details of a person's specific problem
- 🔥 A coach attentively listens to the details of a person's issue
- 🔥 A coach seeks to become "in tune" with a person's emotions to steer clear of them



# **Exercise**

## **What is your mission statement?**



# Write Your Mission Statement

- 🔥 On the pages labeled Values, Characteristics, and Skills & Talents, please circle all words/phrases that are true of you. Cross off those that aren't. Leave blank those you are unsure are like you.
- 🔥 Next, choose the 5 most important values you circled on the values page and record them in the values column on page 5. Do the same for your characteristics and for your skills & talents.
- 🔥 Look over these 15 items and see what patterns and connections you can detect among them. What does this say about you? What are you all about?
- 🔥 Then take that information and write a personal mission statement to describe what your main motivation is – your mission. Base it on the combination of your values, characteristics, and skills/talents.





# Demonstration

Coaching One Another

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# Coaching Demonstration

- 🔥 Review the Power Coaching Questions
- 🔥 Select a partner
- 🔥 Walk through the coaching process
- 🔥 Lead with F.R.O.G. questions to identify the Personality Style (use it to guide your questioning)
  - F – Family
  - R – Recreation
  - O – Occupation
  - G - Goals



# Reflection: What is your Personal Brand & Leadership Style?

Combination of mission statement, natural leadership archetype, and personality style



# What is HumanSigma?

The delivery approach for your leadership efforts

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Jim Harter, Ph. D  
coauthor of  
"Manage Your Human Sigma"







# HumanSigma in your work place

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**Customer**

*In Retail*

**Employee  
Agent**



**Employee  
Agent**

*In the Office* **Customer**



**Coach**

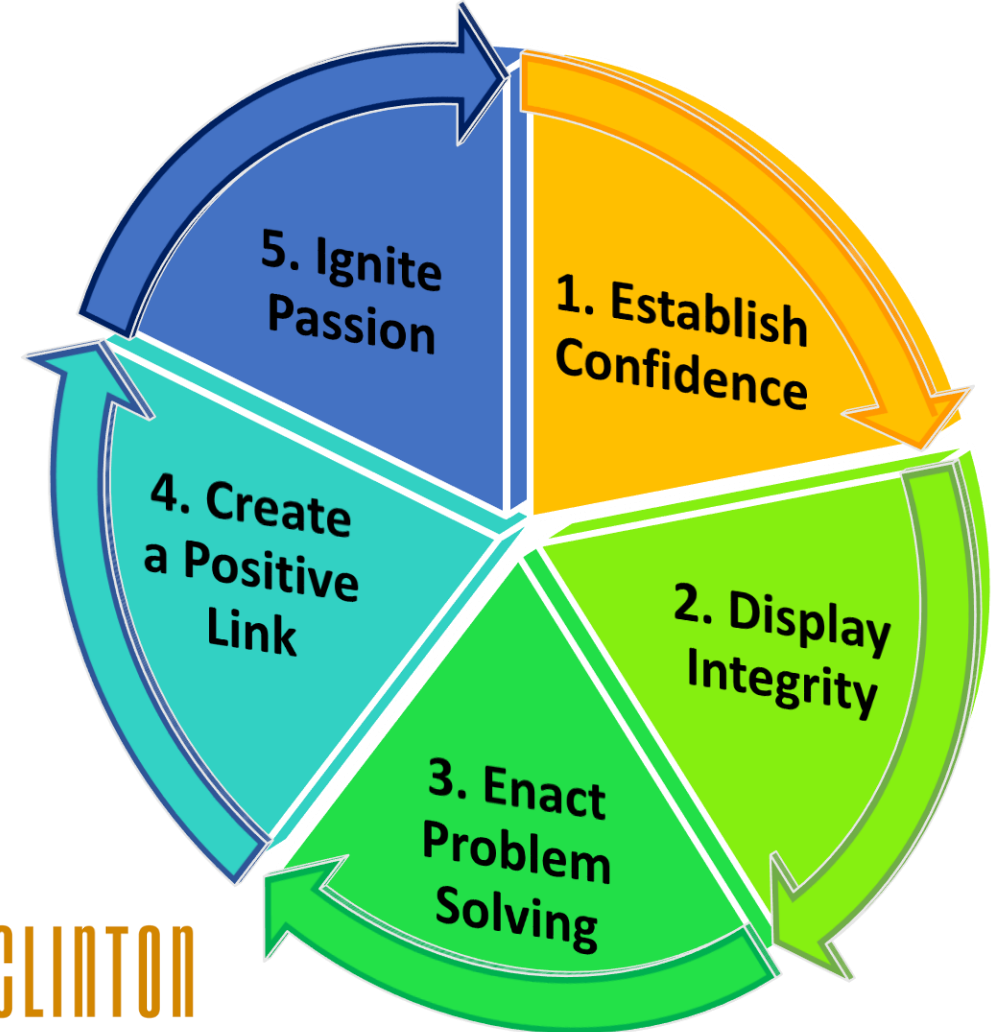
**Staff Member**





# The 5 Step HumanSigma Stakeholder Approach

- 🔥 Establish Confidence
- 🔥 Display Integrity
- 🔥 Enact Problem solving
- 🔥 Create a Positive Link
- 🔥 Ignite Passion



# Bringing it all together

- 🔥 Knowing your natural leadership archetype – work to function as a coach
- 🔥 Identify the personality styles of those you are leading – use this to frame your interactions
- 🔥 Practice using coaching questions during those interactions
- 🔥 Have the “HumanSigma” attitude when interacting with people



# Sources

- 🔥 *The Eight Archetypes of Leadership* – Harvard Business Review
  - Manfred F. R. Kets de Vries
- 🔥 *Leadership: 8 Archetypes Explained* – Inc.com
  - Will Yakowicz
- 🔥 *Manage Your Human Sigma* – Harvard Business Review
  - John H. Fleming
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- 🔥 *Human Sigma* – Gallup Press
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# Questions?

## Thank You

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