



SARVAGNYA



LEADERSHIP STYLES REPORT

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Introduction to Leadership Styles

Understanding various leadership styles is crucial to a leader for navigating the complexities of organizational dynamics. Each leadership approach brings its unique characteristics, influencing team dynamics, productivity, and overall work culture.

From the “Disengaged Leader” to the “Nurturing Leader” to “Collaborative Leader,” leaders play a pivotal role in shaping the environment in which their teams operate. This comprehensive exploration delves into the nuances of leadership styles, offering insights into their orientations, strengths, challenges, and potential impacts on both task accomplishment and people management.

Dysfunctional Leadership Styles	Functional Leadership Styles
Disengaged Leader	Systems-driven Leader
Appeasing Leader	Nurturing Leader
Authoritarian Leader	Compassionate Leader
Compromising Leader	Collaborative Leader

Please Note:

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Your Scores

Report for	Sample Report
Company Name	My Company
Date of the Assessment	Mar 5, 2024 2:31 PM
Coach and Trainer	Dr. Sri Harsha Govardhana

Overview of your results

	Leadership Styles	Score
1	Disengaged Leader	33
2	Appeasing Leader	43
3	Authoritarian Leader	55
4	Compromising Leader	41
5	Systems-driven Leader	46
6	Nurturing Leader	56
7	Compassionate Leader	50
8	Collaborative Leader	46

Low Score	Mid Score	High Score
< 30	31-60	61-80

General guidelines:

Interpreting the scores from your leadership styles inventory involves understanding the relative strengths and weaknesses of each leadership style. Here's a general guideline for interpreting scores:

1. Disengaged Leader

Your Score: 33

Summary:

- *Orientation:* Neither task nor people-oriented.
- *Work Approach:* Works to rule, demoralized, works as if retired.
- *Communication:* Breakdown in communication.
- *Impact:* Negative effect on team morale and trust.
- *Recommendation:* Requires self-awareness, leadership development, and organizational support for a positive work environment.

High Scores	Indicates a leader who may be disengaged, demotivated, and retired in their approach to tasks and people.
Low Scores	Suggests a leader with a more active and engaged approach to both tasks and people.

2. Appeasing Leader

Your Score: 43

Summary:

- *Orientation:* High concern for people, low concern for tasks.
- *Style:* "Country Club" leadership with a focus on relationships.
- *Challenge:* Difficulty saying "NO".
- *Approach:* Conflict avoidance, high on people skills.
- *Impact:* Motivational leadership but potential task neglect.
- *Balance:* Navigating task-related responsibilities while maintaining a positive work culture.

High Scores	Reflects a leader with a strong emphasis on building positive relationships but may struggle with conflict and setting boundaries.
Low Scores	Indicates a leader who may prioritize task accomplishment over people's concerns and may have challenges saying "NO."

Action Planning

The steps you take towards achieving your Sales goals will determine whether or not success is realized. Use this step-by-step activity plan to help guide you closer to your goals. Remember to use the SMART goal setting criteria for each goal.

Write down up to three Sales Skills that you would like to further develop (e.g., “Strategic Sales Planning”, “Goal Alignment,” and “Team Collaboration” to demonstrate selling skills to increase your sales performance). The SMART goals that you outline in the template should help to strengthen these Sales Skills.

- 1.
- 2.
- 3.

Write down up to three overall qualities that you would like to have (e.g., learning strategic sales planning techniques, aligning sales goals to achieve sales targets and enhancing sales team effectiveness). In some way the goals you outline in this action plan should help you achieve the overall qualities you identified.

- 1.
- 2.
- 3.

Transfer your SMART goals into the action plan template below.

SMART Goal	Time Frame	Benefits	Measure of Success	Support & Resources Needed	Potential Barriers
<i>Strategic Sales Planning</i>	<i>Review meetings starting today</i>	<i>Demonstrate skills related to creating strategic sales plan following the sales process</i>	<i>Creating a strategic sales plan that is ready for implementation</i>	<i>Mentoring on a Capstone project</i>	<i>Not providing opportunities for experimentation</i>



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