THE PERSONAL BEHAVIOR EFFECTIVENESS VAN TESSA GOLD

Tessa Gold is a friendly, people-oriented manager who does a lot for others. She enjoys being surrounded by people, but might sometimes go too far in her willingness to serve.

She goes through the LCC program and discovers that a certain type of behavior can be both effective and less effective, that it involves both qualities and pitfalls. In short, she learns about Daniel Ofmans Core Quadrant model.

The LD Toolbox provides her with the potential qualities and possible pitfalls for each behavioral characteristic:

Significant scores on behavioural preferences			Potential qualities	Possible pitfalls
Independent Minded	1	Accepts majority decisions, prepared to follow the consensus	Open minded; Aims to reach an agreement	Blows hot and cold; is walked over
Achieving	9	Ambitious and career-centred, likes to work to demanding goals and targets	Achievement-oriented; prepared to work hard and make long hours	Tends to over-ambitious goals
Vigorous	9	Thrives on activity, likes to keep busy, enjoys having a lot to do	Energetic; drive	restless; unable to sit still
Emotionally Controlled	2	Openly expresses feelings, finds it difficult to conceal feelings, displays emotion clearly	Clear; shows emotions easily	blunt; cry-baby; complainer; not sophisticated
Innovative	2	More likely to build on than generate ideas, less inclined to be creative and inventive	Performs; carries out	Can get stuck; sees no way out
Caring	9	Sympathetic and considerate towards others, helpful and supportive, gets involved in other people's problems	Attentive, helpful, service minded.	Takes over someone else's problems
Worrying	8	Feels nervous before important occasions, worries about things going wrong	Motivated	restless in view of important happenings; nervous
Variety Seeking	3	Prefers routine, is prepared to do repetitive work, does not seek variety	Prepared to do routine work; predictable; you can count on him/her	Has a need for structure; has difficulty with or resistance to change

TESSA GOLDS PERSONALITY

Tessa is actually a no-nonsense manager. In DISC terms she is quite red, but also plenty yellow and green. She is quite ambitious, full of energy and always attentive and helpful.

Pie chart:
- BLUE - ANALYTICAL 9%
- RED - DOMINANT 41%
- GREEN - STABILITY 27%
- YELLOW - INSPIRING 23%

High Achieving

Ambitious and career-centred, likes to work to demanding goals and target

| Achievement-oriented; prepared to work hard and make long hours | Tends to over-ambitious goals |

High Vigorous

Thrives on activity, likes to keep busy, enjoys having a lot to do

| Energetic; drive | restless; unable to sit still |

High Caring

Sympathetic and considerate towards others, helpful and supportive, gets involved in other people's problems
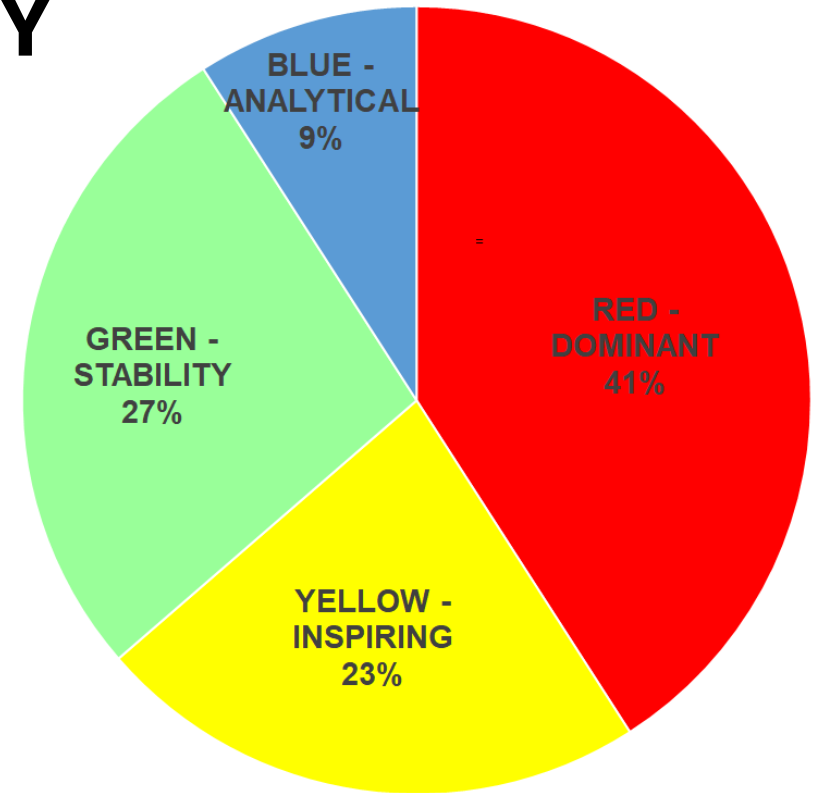
| Attentive, helpful, service minded. | Takes over someone else's problems |

But more than is good for her: she often ignores herself and mainly does what others ask of her

Low Independent Minded

Accepts majority decisions, prepared to follow the consensus

| Open minded; Aims to reach an agreement | Blows hot and cold; is walked over |

TESSA'S DEVELOPMENT PERSPECTIVE

Because Tessa's compliant behavior will probably lead to problems in the future, a rather difficult Quick-Wins scenario is proposed for her:
Be less accommodating and change your behavioral preference Independent Minded from 1 to 6. You can be more democratic, but form your own opinion. And, don't do everything intuitive, but think yourself and make your own decisions on rational grounds. Below are the development scenarios proposed for Tessa.

Simulation of changed behavioural preferences

Tessa Gold

Simulation 2

The LDT Simulation Module helps us to see what happens if you would change certain behavioural preferences.

You can, by changing some of your behavioural preferences, develop a stronger profile and broader style portfolio, which enables you to handle and manage a larger variety of situations.

Simulation 1

more Independent Minded (from 1 -->6)
more Democratic (from 6 -->7)
more Data Rational (from 3 -->7)

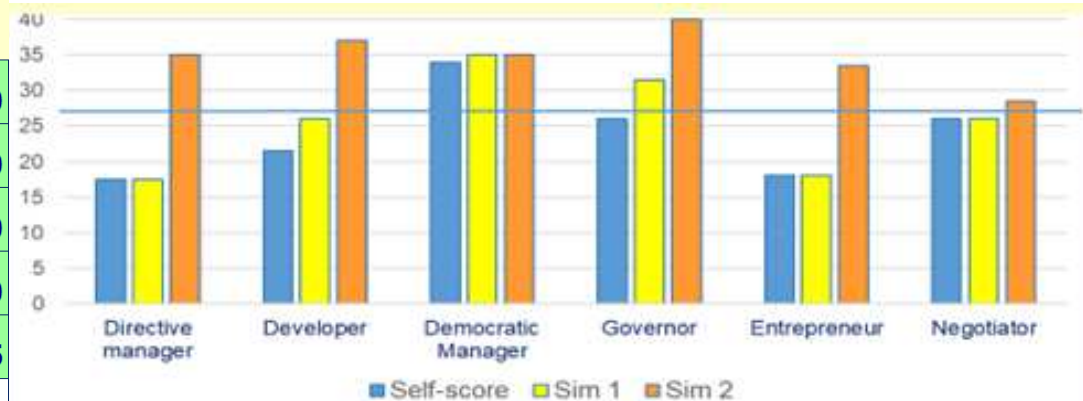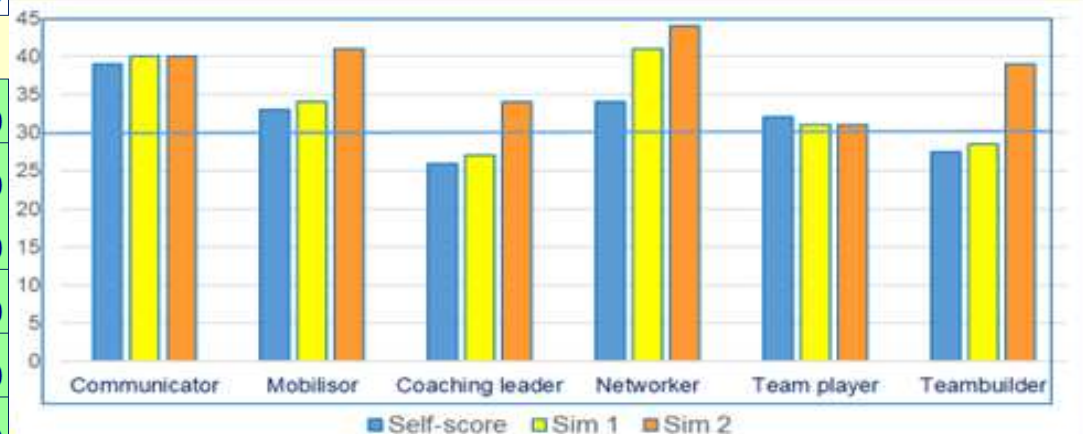| |
|---|
| more Independent Minded (from 1 -->6) |
| more Democratic (from 6 -->7) |
| more Data Rational (from 3 -->7) |
| more Evaluative (from 3 -->7) |
| more Conceptual (from 6 -->7) |
| more Forward Thinking (from 4 -->7) |
| more Conscientious (from 5 -->7) |
| more Relaxed (from 5 -->7) |
| more Competitive (from 4 -->7) |
| more Decisive (from 4 -->7) |

AND HERE IS THE GROWTH TO BE REALIZED
FROM TESSA'S LEADERSHIP STYLES PORTFOLIO

	Self-score	sim 1	sim 2
MANAGEMENT STYLE			
Directive manager	17,5	17,5	35,0
Developer	21,5	26,0	37,0
Democratic Manager	34,0	35,0	35,0
Governor	26,0	31,5	40,0
Entrepreneur	18,0	18,0	33,5
Negotiator	26,0	26,0	28,5
PEOPLE INTERACTION			
Communicator	39,0	40,0	40,0
Mobilisor	33,0	34,0	41,0
Coaching leader	26,0	27,0	34,0
Networker	34,0	41,0	44,0
Team player	32,0	31,0	31,0
Teambuilder	27,5	28,5	39,0
PROBLEM ANALYSIS & ORGANISATION DEVELOPMENT			
Problem solver	23,5	27,5	46,0
Builder/ Realisator	20,0	23,5	35,0
Process supporter	32,5	37,0	41,0
Supervisor	24,5	27,5	42,0
Strategist	17,0	26,0	37,0
Concept developer	20,5	26,5	35,5
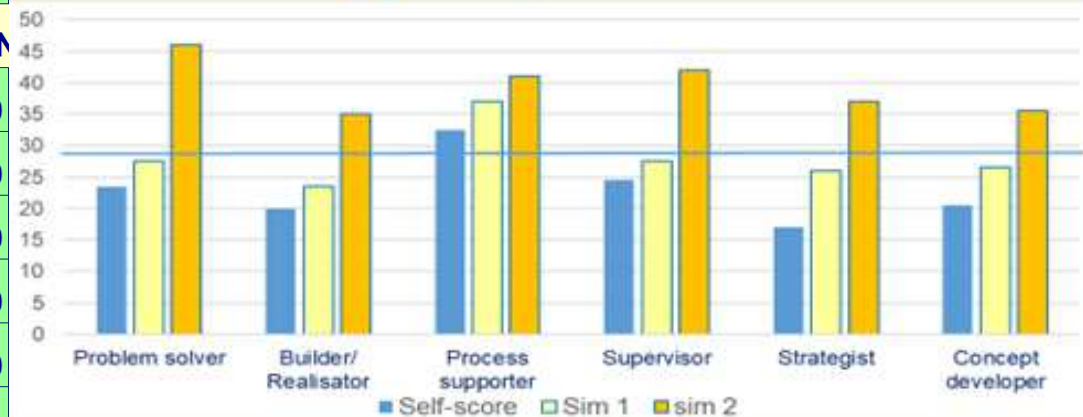
WHAT WAS THE RESULT OF THE LESSONS LEARNED?

After a few years, Tessa had managed to realize her development scenario. She happily told us:

"The LD Toolbox makes personal development very concrete and measurable for me. For example:
The Simulation Module helps me to focus on the development of specific skills, which are necessary for the further development of my leadership style portfolio."

"What I like best about the LDT so far is the checklist on Qualities and Pitfalls (my strengths and weaknesses) and the Core Quadrant Method, which makes me very aware of this, and which teaches me how to avoid less effective behavior (my pitfalls, that can be avoided, while making more room for my strong qualities."

Tessa is less stressed now. She herself thinks that she has even managed to prevent a burnout with her behavioral change.
She now feels like a real leader:
someone who inspires her employees with a sense of direction