

Leadership Style Workshop

Does Your Personality Resonate or Repel?

Supervision Suite · Modules and workshops

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Part 1 · Overview

2-3 hours

Discover how your unique personality and leadership style impacts those you supervise. This workshop helps you understand who naturally resonates with your approach, who may be repelled, and how to strategically adapt your style while maintaining authenticity.

Learning objectives

- Identify your dominant leadership and communication style
- Understand how personality impacts supervisory relationships
- Recognize which staff types naturally connect with your approach
- Identify staff who may struggle with your style
- Develop strategies for authentic adaptation
- Build bridges with challenging supervisees

Key topics

Leadership Styles · Personality Types · Communication Patterns · Resonance vs Repelling · Authentic Adaptation · Relational Flexibility · Self-Awareness · Supervisory Matching

Audience and prerequisites

- Supervisors experiencing relationship challenges
- Leaders seeking to expand their effectiveness
- Clinical directors managing diverse teams
- Supervisors with varied supervisee personalities
- Anyone wanting to improve supervisory relationships
- Self-awareness and openness to feedback
- Experience supervising multiple individuals
- Willingness to adapt approaches

Part 2 • Workshop

Leadership Style Workshop

Does Your Personality Resonate or Repel?

Exploring the alignment between who you are and how you lead

Workshop Overview

Understanding Leadership-Personality Alignment

Your natural personality shapes how you lead, but not all leadership styles work for all situations or all staff. This workshop helps you understand your authentic leadership style, recognize who it naturally resonates with, and identify who may find it challenging—so you can adapt intentionally rather than wondering why some relationships thrive while others struggle.

Discover Your Style

Identify your primary leadership approach and backup style

Resonance Patterns

Understand who naturally connects with your leadership

Strategic Adaptation

Learn when and how to flex beyond your natural style

Why This Matters

- Some supervision challenges aren't about competence—they're about style mismatch
- Your strengths in one context become limitations in another
- Staff who "resist" you may simply need a different approach
- Authentic leadership doesn't mean rigid—it means intentional adaptation

Leadership Style Assessment

Select all responses that describe your typical approach (you can choose multiple)

Decision-Making Approach

When facing a clinical staffing crisis, my first instinct is to:

- ☐ Gather the team for input
- ☐ Make a quick decision and communicate
- ☐ Coach staff through problem-solving
- ☐ Connect it to our mission and values
- ☐ Check in on how everyone is feeling
- ☐ Analyze data and options systematically

During supervision, I typically:

- ☐ Facilitate discussion among supervisees

- ☐ Provide clear direction and feedback
- ☐ Ask questions to develop thinking
- ☐ Inspire connection to bigger purpose
- ☐ Support emotional processing
- ☐ Review data and performance metrics

When introducing a new protocol, I:

- ☐ Build consensus through team input
- ☐ Clearly explain expectations and rationale
- ☐ Help staff learn through guided discovery
- ☐ Emphasize how it serves our mission
- ☐ Consider impact on staff wellbeing
- ☐ Present research and evidence base

Communication Style

In team meetings, I mostly:

- ☐ Facilitate dialogue and diverse voices
- ☐ Set agenda and guide discussion
- ☐ Ask probing questions
- ☐ Share vision and inspire action
- ☐ Create space for sharing concerns
- ☐ Present data and analysis

When giving feedback, I focus on:

- ☐ How we can improve together
- ☐ Specific behavioral expectations
- ☐ Questions that promote growth
- ☐ Connection to values and purpose
- ☐ Emotional impact and support needs
- ☐ Performance metrics and outcomes

My communication tends to be:

- ☐ We-focused and collaborative
- ☐ Clear and directive
- ☐ Questioning and developmental
- ☐ Inspirational and meaning-focused
- ☐ Empathic and supportive
- ☐ Logical and evidence-based

Conflict and Challenge Response

When staff disagree with a decision, I:

- ☐ Explore their concerns collaboratively
- ☐ Explain rationale and maintain course
- ☐ Coach them through their thinking
- ☐ Reconnect them to shared mission
- ☐ Validate feelings and provide support
- ☐ Present data supporting the decision

During high-stress periods, I:

- ☐ Bring team together for solidarity
- ☐ Take charge and provide structure
- ☐ Help staff develop coping strategies
- ☐ Remind everyone why this work matters
- ☐ Prioritize staff self-care and boundaries
- ☐ Create systems to manage the stress

With underperforming staff, I:

- ☐ Involve peers in supporting them
- ☐ Set clear expectations and timelines
- ☐ Develop their skills through coaching
- ☐ Reconnect them to their passion
- ☐ Ensure they have emotional support
- ☐ Review performance data together

Organizational Priorities

I believe the most important aspect of supervision is:

- ☐ Building team cohesion
- ☐ Setting clear expectations
- ☐ Developing clinical competence
- ☐ Connecting to mission and meaning
- ☐ Supporting clinician wellbeing
- ☐ Ensuring quality outcomes

Success in my supervisory role means:

- ☐ Strong team relationships and collaboration
- ☐ Meeting goals and maintaining standards
- ☐ Staff growth and development

- ☐ Inspired, mission-driven team
- ☐ Healthy, sustainable workforce
- ☐ Evidence-based quality care

I invest most energy in:

- ☐ Creating collaborative processes
- ☐ Clarifying roles and expectations
- ☐ Coaching and mentoring
- ☐ Casting vision and purpose
- ☐ Protecting staff from burnout
- ☐ Analyzing and improving systems

The six leadership styles

Collaborative Facilitator

Builds consensus, values input, creates shared ownership

Your Strengths

- Team cohesion
- Psychological safety
- Diverse perspectives
- Buy-in

Watch For

- Decision speed
- Conflict avoidance
- Boundary setting

Who This Style Resonates With:

- Democratic teams
- Creative environments
- Experienced staff

Who May Find It Challenging:

- Crisis situations
- Hierarchical personalities
- Those needing clear direction

Directive Guide

Sets clear expectations, provides structure, decisive action

Your Strengths

- Clarity
- Efficiency

- Accountability
- Crisis management

Watch For

- Staff autonomy
- Creativity
- Micromanagement risk

Who This Style Resonates With:

- New staff
- High-stress environments
- Those valuing structure

Who May Find It Challenging:

- Experienced clinicians
- Independent workers
- Creative personalities

Coaching Developer

Focuses on growth, asks questions, develops potential

Your Strengths

- Staff development
- Problem-solving skills
- Empowerment
- Long-term growth

Watch For

- Time intensive
- Immediate needs
- Directive moments

Who This Style Resonates With:

- Growth-minded staff
- Learning organizations
- Ambitious professionals

Who May Find It Challenging:

- Crisis situations
- Those wanting answers
- Low-motivation staff

Visionary Inspirer

Creates meaning, connects to mission, inspires commitment

Your Strengths

- Motivation
- Purpose
- Innovation
- Change leadership

Watch For

- Practical details
- Day-to-day operations
- Implementation

Who This Style Resonates With:

- Mission-driven staff
- Change initiatives
- Passionate professionals

Who May Find It Challenging:

- Detail-oriented staff
- Stability seekers
- Practical thinkers

Supportive Protector

Prioritizes wellbeing, creates safety, removes barriers

Your Strengths

- Staff retention
- Psychological safety
- Loyalty
- Burnout prevention

Watch For

- Accountability
- Difficult conversations
- Performance management

Who This Style Resonates With:

- High-stress roles
- Trauma-exposed staff
- Those needing support

Who May Find It Challenging:

- High performers wanting challenge
- Those valuing achievement
- Competitive personalities

Analytical Strategist

Data-driven decisions, systematic approach, logical problem-solving

Your Strengths

- Quality decisions
- Evidence-based practice
- Risk management
- Efficiency

Watch For

- Emotional intelligence
- Relationship building
- Flexibility

Who This Style Resonates With:

- Data-oriented staff
- Clinical researchers
- Quality-focused professionals

Who May Find It Challenging:

- Intuitive decision-makers
- Relationship-focused staff
- Those valuing gut feelings

After the assessment

Reflection: Understanding Your Style

When does your primary style serve you best?

When does your style create challenges?

Think of a supervisee who struggles with you—what might be the style mismatch?

Understanding who naturally connects with your style—and who doesn't

The Resonance-Repellence Reality

Every leadership style naturally attracts some personalities and challenges others. This isn't about good or bad—it's about fit. Understanding these patterns helps you recognize when difficulties stem from style mismatch rather than personal failure or staff resistance.

Your goal isn't to change who you are, but to recognize when you need to intentionally adapt, compensate, or acknowledge the mismatch with compassion for both yourself and the supervisee.

List your current supervisees and identify who your style naturally resonates with and who it repels

When someone is "repelled" by your style, they're not rejecting you personally—their needs simply don't align with your natural approach. How can you acknowledge this compassionately?

When Repellence Signals Needed Growth

Sometimes what "repels" people from your style reflects a legitimate gap you need to address (e.g., if your collaborative style consistently repels people needing crisis direction, you may need to develop your directive capacity)

Strategic Adaptation Action Plan

Moving from awareness to intentional practice

Your Leadership Flexibility Challenge

Authentic leadership doesn't mean being rigid in your natural style. It means being intentional about when and how you adapt. The goal is to expand your range while staying grounded in your strengths.

Identify 2-3 specific situations where you'll intentionally use your primary style's strengths

What specific situations require you to flex beyond your natural style? What will you do differently?

Compensating for Style Limitations

What support systems or partnerships can help when your style's limitations become barriers?

With supervisees who struggle with your style, how will you acknowledge the mismatch compassionately?

Who will help you practice these adaptations? How will you track your progress?

Workshop Complete!

You've completed the Leadership Style Workshop. Review your results and action plan regularly, and remember: effective supervision isn't about becoming someone you're not—it's about understanding who you are and adapting intentionally when your natural style doesn't serve the moment or the supervisee.