

The Influential Leader – Unleashing the Power in People

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Leadership Aptitudes

Strengths

- Cast a compelling vision
- Not detail people
- High motivational capacity
- Effective speakers
- Good listeners
- Make others feel important
- Intuitive decision makers
- Air of confidence & security
- Make the tough calls
- Seldom compromise

- Analyst of reality
- Create ways to get from vision to action
- View emotions/sensitivity as detrimental
- Never hesitates to ask hard questions
- Don't mind creating controversy
- Content to remain in the background
- More loyal to the vision than people
- Great pride in being knowledgeable

- Organize people around a common cause
- Rely heavily on their relationship network
- Charismatic and motivational
- Generate high morale
- Place a high value on people
- Interact with a wide variety of people
- Receive loyalty and respect

- Provide stability to the organization
- Devise systems and processes
- Serve as the “hub” & “go to guy”
- Report bad news; seldom responsible
- Create new solutions; problem solvers
- Best to compliment other aptitudes

Weaknesses

- Disinterested in the details
- Little patience
- Great with groups, not “warm”
- Restless, very restless
- Short attention spans
- Favor action over reflection
- May ignore financial barriers
- Want to make things happen NOW

- Very useful, but often unpopular
- Robotic and insensitive
- Rather work with ideas than people
- Take a long time to arrive at a decision
- Often leans toward perfectionism

- Hate paperwork
- Waffle on details
- Ignore agendas, action plans, budgets
- Allow relationships to hinder progress
- Get hurt by people

- Easily slips from leader to manager
- Dislike conflict
- Fail to see the “big picture”
- Lack motivational skills
- Viewed as hindrance to progress
- Least influential leadership aptitude