

# Discovering your leadership styles

**The Activity:**

Completing a survey sheet to discover your personal leadership style

**Activity Type:**

Personal

**Roles:**

Patrol Leaders  
Assistant Patrol Leaders  
Activity Leaders

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**The Crean Award:**

**Discovery:**

Patrol Activity

**Terra Nova:**

Task/Role in Patrol  
Your interest

**Endurance:**

Promise and Law  
Develop Teamwork

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**Polar:**

Self awareness

**SPICES**

Intellectual  
Emotional  
Character  
Spiritual

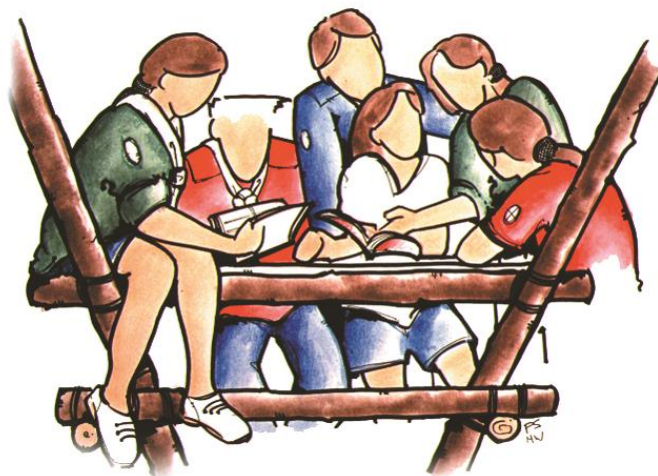
# Plan

## Introduction

This activity is a personal discovery by a Scout of their Leadership style. It is useful for all Scouts but particularly Patrol/Watch leaders, assistants and those undertaking activity leadership.

The survey exercise is not an end in itself but more an indicator and upon completion it should be discussed with the Patrol in general and Scouters.

Scouters will need to explain the context of the exercise before it is started – what it meant by leadership styles, how a style is perceived by Scouts and how to make improvements or develop your leadership styles and methods of operation in the future.



## Do

True Colours Assessment

In the boxes below, are groups of words in rows. Score each group of words giving yourself 4) for the most like you, (3) for the second, (2) for the third and (1) for the least like you.

Genuine	Active	Versatile	Protective
Harmonious	Opportunistic	Inventive	Traditional
Compassionate	Spontaneous	Competent	Responsible
Unique	Competitive	Curious	Practical
Understanding	Hasty	Conceptual	Sensible
Communicative	Impactful	Knowledgeable	Dependable
Devoted	Realistic	Theoretical	Loyal
Warm	Open-minded	Inquisitive	Old-Fashioned
Poetic	Adventuresome	Ingenious	Organized
Kind	Daring	Determined	Concerned
Inspirational	Impulsive	Complex	Tactical
Dramatic	Fun	Calm	Cooperative
Lively	Exciting	Determined	Orderly
Affectionate	Courageous	Principled	Predictable
Sympathetic	Skillful	Rational	Caring
Total Blue:	Total Orange:	Total Green:	Total Gold:

## Individual Style Differences

### True Colours Assessment

Add up the numbers in each column and put total in the box below

Total Blue

Total Orange

Total Green

Total Gold

### Your colour spectrum

Highest score

Next highest

Second lowest score

Lowest score

*Some people may be  
two colours or almost  
even across all colours!  
Some may have a very  
predominant colour.*

# Colour Breakdown

Totals can be converted into a colour chart as shown to provide a graphically image of how the totals relate to each other.

BLUE



ORANGE

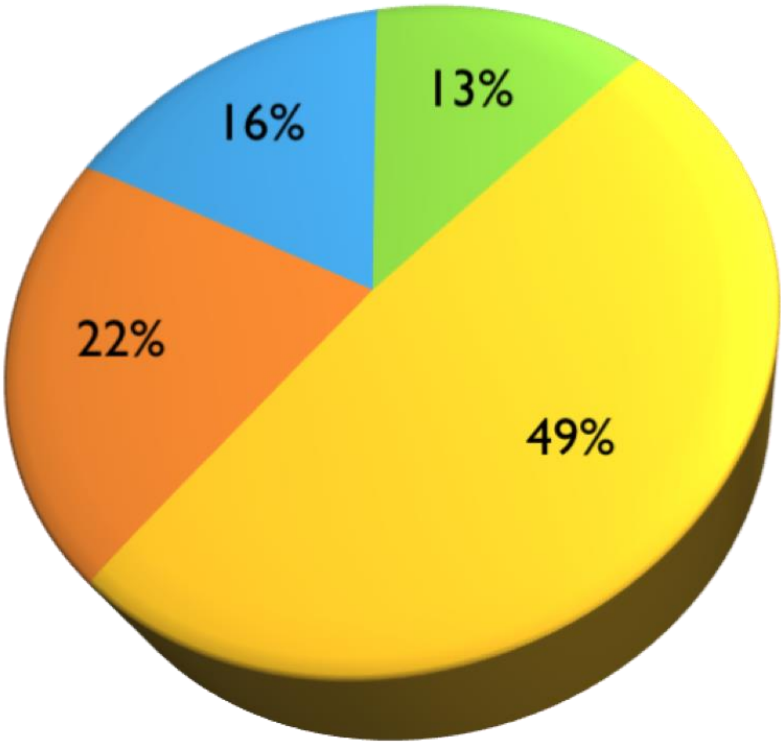


GOLD



GREEN





## Explanation of Colours

### Blue

Make up 16% of the population  
 Are compassionate, encouraging and supporting  
 Like to inspire and motivate  
 Are people persons: "I'm (making this) (doing this) for somebody"  
 Like working in a group setting  
 Are creative, verbal and imaginative  
 Are team players; like harmony  
 Will change their color to suit the other colors (like a chameleon)  
 Conflict, insensitivity and put-downs are major stress points  
 Make an effort to see everyone's point of view  
 Not driven by the task, more intent on meeting others' needs than doing the task  
 Like to talk together and have fun  
 Are calm and like a lot of personal feedback  
 Are very sensitive to criticism and rejection  
 Blues take everything personally

### Green

Make up 13% of the population  
 Are very conceptual  
 Love to learn about anything, Like analyzing and problem solving  
 See the big picture before others; can get frustrated when people can't  
 Like to get to the bottom line  
 Are persistent, determined, and driven to understand  
 Prefer to work independently  
 Depend on information—not feelings—to create a sense of well-being  
 Want to be seen as competent  
 Ask a lot of questions to gain understanding  
 Don't like small talk, Use very specific language  
 Are perfectionists, have very high standards  
 Value intelligence  
 Need freedom and flexibility  
 Need appreciation  
 Have very deep feelings but often keeps them buried  
 May be resistant to change if it cannot be proven that it is warranted  
 Quote from a green: "We are really close to people who leave us alone."

### Orange

Make up 22% of the population  
 Are courageous and charming  
 Work quickly; sometimes act without thinking  
 Believe life is to be enjoyed; don't tie them to a desk  
 Won't participate unless it's fun  
 Usually finishes first and moves on to something else  
 Enjoy things that they can get really stuck into and devote themselves to  
 Like to use ideas immediately; want it now; learn by doing  
 Are great in crisis situations; are humble  
 Like to travel; don't like "tame"; have a lot of energy  
 Daydream; take risks; want to achieve results;  
 May act impulsively; "just do it"  
 Deadlines, boredom and authority figures are major stress points

### Gold

Make up 49% of the population  
 Like work clearly defined; pay close attention to detail  
 Have a strong sense of right and wrong  
 Plan ahead; are extremely loyal  
 Honor commitment and play by the rules  
 Are clear-cut, practical and sensible  
 Home and family are very important  
 Are very dependable  
 Like structure and organization;  
 No abstract concepts; like to be told when they are on track  
 Think of themselves as "right"  
 Spend a lot of time creating the structure  
 Thrive on routine and order  
 Like to turn theoretical ideas into reality  
 Will carry their share of the load and watch that others do the same  
 Can't have fun until all the work is done

## Patrol Review

Did you successfully complete the exercise?

What was the hardest and easiest part ?

Do you discover new things about the way you lead or  
interact with others?

What did you learn from it?

What SPICES are relevant?  
Check them off on the next page

## Review SPICES

### Social

- Relationships ☐
- Communication Skills ☐
- Other Cultures ☐
- Community Involvement ☐
- Promise and Law ☐

### Physical

- Eat Well ☐
- Personal Hygiene ☐
- Balanced Lifestyle ☐
- How the Body Works ☐
- Physical Limitations ☐
- Health Choices ☐
- Access Help ☐

### Intellectual

- Achieving Goals ☐
- New Ideas ☐
- Develop Creativity ☐
- Learn from Discussions ☐
- Team Member ☐

### Character

- Promise and Law ☐
- Friends and Friendships ☐
- Plan before do ☐
- Ensuring Fairness ☐
- Respect ☐
- Differences and Views ☐
- Following Dreams ☐
- Live the Scouting Spirit ☐

### Emotional

- Aware of Feelings ☐
- Asking/Giving Help ☐
- Responsibility for Emotions ☐
- Controlling Emotions ☐
- Going Further ☐
- Beliefs and Values ☐
- Developing Talents ☐

### Spiritual

- Promise and Law ☐
- Impact on the Environment ☐
- Reflection ☐
- Changing Beliefs ☐