**Resources:**

Large signs or chart paper with the words North, South, East, & West printed on them

Leadership Compass Activity Handout

Markers and Pens

**Approximate Time:**

20 minutes

**Purpose:**

1.To explore various ways that individuals approach teamwork,

2. To increase understanding of the strengths and limitations of each preference,

3. To suggest ways to utilize these differences in team work.

**Background:**

The activity describes basically four work styles categorized into the four compass points: North, South, East and West. The room is marked with a North, South, East, and West representing each of the four styles. First a few notes:

1. This is not about stereotyping (no style is better than the other) and all styles are effective leadership styles.

2. Everyone has one predominant style (although under certain circumstances you can exhibit more than one style). I would like you to select the style that describes your style majority of the time or the one you are most comfortable with.

3. If you cannot determine which direction best describes you - think about when you approach work or a project: your first inclination or your tendency. Also think about feedback on your work style that you have received in the past.

**Directions:**

1. Handout the Leadership Compass Activity Handout.

2. Read each work style description out loud to the group.

3. Ask participants to move to the compass point that best describes their work style.

4. Once participants are in their groups, have them discuss as a group the questions located on page 2 of the Leadership Compass Activity Handout. Have participants read over the descriptions of each compass point.

5. Have groups identify a reporter to share out responses to questions.

**Modification:**

This activity could be done in an online format. Make sure all participants have received the activity handouts. Instead of teams, each participant would identify their compass point and share via the chat box or by using a poll.

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**Here are the different styles:**

**North**

* You are the "get to the bottom line and let's go" type of person
* You like to get moving on a task as quickly as possible
* You love to plunge in and are quick to act
* You like to try things
* You are decisive, active and assertive

**SOUTH**

* You are the caring direction and people oriented
* You want to have everyone on the team's input before making a decision
* You take everyone's feeling into account before making changes
* You want to make sure everyone on the team feels supported and valued

**EAST**

* You are the "big picture" person - you need to understand the vision
* Before doing anything with change you want to understand what the vision for the change
* You are the creative ones and the visionary leaders
* You are a creative thinker and very idea-oriented
* You make decisions based on looking towards the future

**WEST**

* You are the nuts, bolts, and details person
* You want to know the who, what, when, where and why before acting
* Follow procedures and guidelines that is why you need to know what they are

**Now that you are in your teams I need your group to answer four questions:**

**1. What are two strengths of your styles?**

**2. What are two challenges of your style?**

**3. What is one thing that people should know about your style?**

**4. What is the style that is the most challenging to work with and why?**

**North:**

* **Strengths:** They love challenges they are the ones you can give a challenge to and they are not deterred by obstacles - they will get what you need to get done quickly (you need someone like that on your team - they are your "get it done" people and they keep the momentum going)
* **How they see others: North people:**
  + See South as being too focused on people and relationships than goals (compromise goals for relationships or to avoid conflict)
  + See West as having "analysis paralysis"
  + Do you think a North leader will select a South or West as a leader?
* **To motivate North People:** 
  + You need to be quick, clear and with confidence
  + Focus on the challenge of the task
  + Plenty of autonomy
  + Establish timelines and stick with them

**South:**

* **Strengths:**  They are the nurturers and they make sure that other group members feel valued and important. They build on the ideas of others. They will keep other team members sane in chaos or difficult times (they add to the longevity of team members). If you are experiencing a high turnover in your ministry - get a South on your team - they will make everyone feel valuable on the team.
* **How they see others: South people:**
  + See North people as non-collaborative because they do not take other people’s feelings into account when they rush to a decision
  + See West as cold, withdrawn and distant because the West generally remain on the sidelines and don't jump in unless they have the information and is comfortable with all the information.
  + Do you think a South leader will select a North or West as a leader?
* **To motivate South People:** 
  + Allow for expressions of feelings
  + Give positive reassurances
  + Be attentive to relationships in the team
  + Listen hard

**West:**

* **Strengths:**  They are the analyst and they are practical, dependable and thorough. They figure out how to do a lot with little resources and they are skilled at identifying the certain flaws in plans that others overlook. If you have limited resources your "Westies" will be a great asset in figuring out how to work with little to get a lot done.
* **How they see others:**  **West people:**
  + See North as being impatient and too impulsive
  + See East people as over the top "head in the sky" and not practical and too focused on vision and not on details and actions they get frustration
  + Do you think a West leader will select a North or East as a leader?
* **To motivate West People:**
  + Allow them plenty of time for decision-making
  + Provide data they can trust
  + Don't be sensitive when they say "no"
  + Do not be overly emotional

**East:**

* **Strengths:** They are your visionaries and they are your creative geniuses that will move your group out of the box to reach great heights. If your team needs to grow or reach new heights you need an East on your team. You will keep doing the same thing as usual until you bring on an East who has the vision to see beyond tomorrow.
* **How they see others:**  **East people:**
  + See North as being autocratic and want things being done their way when they may have a new creative way of doing things
  + See West as being resistant to change and stubborn because they will not give in unless they have all the information and comfortable with the decision
  + Do you think an East leader will select a North or West as a leader?
* **To motivate East People:**
* Show appreciation and enthusiasm for ideas
* Be patient during the idea generation process
* Avoid criticizing and judging their ideas
* Provide support for others to help with details and follow through