



LEADING INTERACTIONS SUMMARY

A Summary of Dimension Interactions based on the Leading Dimensions Profile (LDP)

Overview

The Leading Dimensions Profile (LDP) offers three levels of insight regarding an individual's approach to leading others: Styles (such as *Directive Driver*), Dimensions (such as *Assertiveness*), and Leading Interactions. While Styles offer a broad understanding of one's approach, and Dimensions indicate *how* an individual exhibits a certain Style, the Leading Interactions provide specific insight into the interactions between leaders and their team members. So, if the Styles could be considered a 30,000-foot view, the Leading Interactions could be a more street-level snapshot.

These Leading Interactions are grouped in specific clusters, each focusing on a unique aspect of leadership. While *Managing* Interactions are mostly associated with managerial performance, the *Engaging* Interactions are more associated with how *Emotional Intelligence* is revealed within a leadership role. Each of the Leading Interactions is derived from the combination of specific LDP Dimensions. For example, the Leading Interaction *Building Rapport* describes the combination of LDP Dimensions: *Affiliation, Openness, Assertiveness and Self-Protection*. By evaluating the clusters together, an indication of one's *Leading Intelligence* emerges.

Managing Interactions

Approaching Complex Issues:

- Breaking down problems into simplified elements.
- Identifying steps toward a workable solution.

Controlling Processes:

- Maintaining work flow to meet operational needs.
- Recognizing and addressing potential disruptions.

Enforcing Operational Norms:

- Keeping compliance within the team's operations.
- Aligning individual behavior with applicable guidelines.

Evaluating Individual Performance:

- Assessing contributions against expectations.
- Providing objective evaluation of individual efforts.

Maintaining Focus on Objectives:

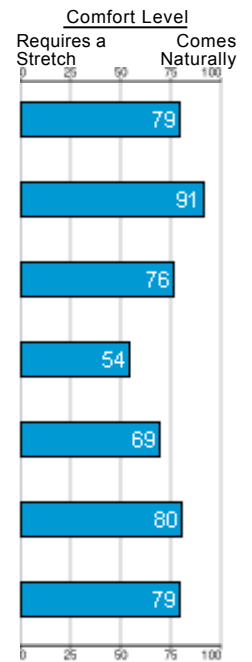
- Keeping the team members' attention focused.
- Reducing distractions that impact performance.

Rallying Others around a Cause:

- Engaging team members toward a compelling goal.
- Gaining the involvement of disinterested individuals.

Maintaining Group Cohesion:

- Keeping individuals on the same page.
- Encouraging camaraderie and engagement.



Engaging Interactions

Forming Interactions

Finding Opportunities for Synergy:

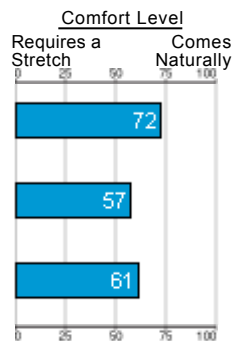
- Seeking out ways to capitalize on available talent.
- Leveraging contributions to surpass expectations.

Gaining Consensus:

- Finding common ground amidst varying perspectives.
- Motivating individuals to support the team's cause.

Easing Tension among Members:

- Identifying sources of conflict among team members.
- Reducing friction, while maintaining momentum.



Navigating Interactions

Adapting to Changing Circumstances:

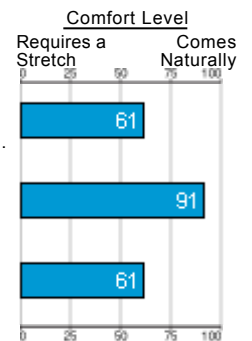
- Displaying confidence during times of transition.
- Encouraging stability in the face of unplanned change.

Navigating Uncertain Conditions:

- Providing calming influence during uncertainty.
- Giving clarity and direction to team members.

Maintaining Optimism:

- Providing encouragement when outlook is bleak.
- Showing a positive attitude during difficult times.



Growing Interactions

Setting Clear Expectations:

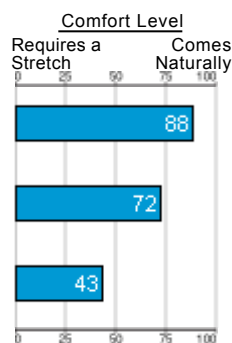
- Providing clear expectations for individuals.
- Articulating clear objectives for the team.

Mentoring Followers:

- Investing in the growth of others.
- Coaching individuals to reach personal milestones.

Recognizing Others' Efforts:

- Providing effective feedback to team members.
- Encouraging desired individual performance.



Connecting Interactions

Assimilating Team Members:

- Providing a smooth transition for new members.
- Integrating the efforts of unproven contributors.

Building Rapport:

- Making a personal connection with others.
- Communicating with new acquaintances.

Cultivating Team Spirit:

- Promoting cooperation among diverse individuals.
- Encouraging a sense of team identity and unity.

