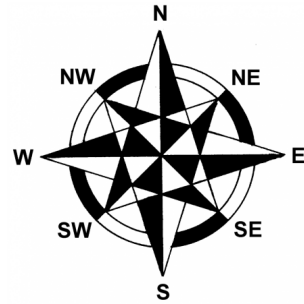


## ***Strengthening Solidarity***

# **The Leadership Compass Activity**

### **History**

The Leadership Compass draws from the Native American Indian tradition of the Medicine Wheel or the Four-Fold Way. In the Four-Fold Way, the four directions are described as warrior (north), healer (south), teacher (west), and visionary (east).



All directions have profound strengths and potential weaknesses, and every person is seen as capable of growing in each direction. Each person can learn the gifts associated with each direction – through practice and self-awareness.


### **Purpose**

Just as a compass requires all four directions, a strong team requires members from all four directions. You will relate to aspects of all directions, but choose the one that is most resonant for you.

Notice how your leadership style relates to other directions. There are tensions that arise between the different directions, and these tensions should be acknowledged.

### **Instructions**

Review the list below and identify statements that describe you.

<b>Learning Objectives</b>	<ul style="list-style-type: none"><li>▪ Strengthen self-awareness</li><li>▪ Identify your leadership style</li><li>▪ Explore areas of growth</li><li>▪ Understand leadership style and team effectiveness</li></ul>
	

# Leadership Directions

## East

Eagle  
 Visionary/explorer  
 Yellow  
 Spring  
 Creative  
 Inventive  
 Fire of inspiration

- Very idea-oriented, focus on future thought
- Insight into mission and purpose
- Likes to experiment, explore
- Can lose focus on tasks and not follow through
- May become easily overwhelmed, lose track of time
- Tends to be highly enthusiastic early on, then burn out

## West

Bear  
 Judge  
 Brown  
 Autumn  
 Learning  
 Judgment  
 Information

- Weighs all sides of issues
- Uses data analysis and logic
- Seen as practical and thorough in task situations
- Introspective, self-analytical
- Can become stubborn and entrenched in position
- Can be indecisive, collect unnecessary data, mired in details
- May appear cold, withdrawn

<p><b>North</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Assertive, active, decisive</li> <li><input type="checkbox"/> Likes to be in control of relationship and steer course of events</li> <li><input type="checkbox"/> Quick to act, expresses sense of urgency for others to act now</li> <li><input type="checkbox"/> Enjoys challenge of difficult situations and people</li> <li><input type="checkbox"/> Can get defensive quickly, argue, try to out-expert you</li> <li><input type="checkbox"/> Can lose patience, pushes for decision before it's time</li> <li><input type="checkbox"/> May get autocratic, want things their way</li> </ul>
<p>Buffalo White Winter Warrior Open to struggle Decisive</p>	
<p><b>South</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Allows others to feel important in decision making</li> <li><input type="checkbox"/> Value-driven regarding all aspects of personal/professional life</li> <li><input type="checkbox"/> Uses relationships to accomplish tasks</li> <li><input type="checkbox"/> Trust in others based on vulnerability and openness</li> <li><input type="checkbox"/> Supportive, nurturing, feeling-based</li> <li><input type="checkbox"/> Has trouble saying "no" to requests</li> <li><input type="checkbox"/> Internalizes difficulty and assumes blame</li> <li><input type="checkbox"/> Disappointed when relationships are secondary to task</li> <li><input type="checkbox"/> Difficulty confronting, dealing with anger</li> </ul>
<p>Mouse Producer Green Summer Hearth Fire Fertility Bringing together</p>	

## Your Team's Leadership Compass

Worker Owner	Leadership Direction