

Part 3

Leadership Style of the Visionary

It is their “depth of insight and forward thinking” that distinguish the Visionary from other Styles of leadership. Visionary leaders see opportunities for their organization—not just what it is, but what it is capable of becoming. Innovative and optimistic, they lead by defining a vision for what is achievable and then create a large-scale plan and structure through which others can bring that vision to life.

The Visionary’s predominant need is to be perceptive.

Visionary Style leaders are motivated by their inner ideals and values. They have a desire to facilitate the growth and development of their organization and its people to achieve their potential. They strive to understand and connect with the deeper meaning and significance of what they are doing, and the people they are doing it for.

Logical and objective, Visionary leaders are both inspired and driven by their visions of what is achievable for their organization and the people in it. They perceive what is possible and are capable of building the necessary structures and plans to allow their employees to achieve that. They inspire others to take risks and follow their passions, as they do themselves, and they support the highest and best use of human potential.

Highlights of the Visionary Leadership Style

- *Driven by a need to be perceptive*
- *Create visions & devise strategies to get there*
- *Lead & direct others to achieve their potential*
- *Develop themselves & others*
- *Organize and systematize*
- *Progressive, focused & future-oriented*
- *Objective-oriented leadership*



About the Leadership Style Report

The information in this report will provide you with powerful insight into your Leadership Style based on the Striving Styles™ Personality System. You'll learn how this Style strives to get their needs met in a leadership role - in communications, planning, performance management, team building, and employee selection.

The report will deepen your knowledge of the leadership behaviors of this Style that lead towards self-actualization (growing, developing and thriving), and how a leader of this Style will behave when they are being self-protective (merely surviving). This information helps you chose the behaviors that are most likely to move you toward desired outcomes, so you can consciously shift to self-actualizing behaviors, negotiate to get your needs met and become who you are meant to be!

BASED ON THE VISIONARY STRIVING STYLE, THIS REPORT HELPS YOU TO:

- › Build awareness of your leadership style and what motivates you
- › Understand your leadership behavior, inner impulses, attitudes and goals
- › Know your activators as well as what causes you to self-protect
- › Look at leading from the perspective of how it is meeting your predominant need
- › Understand how you most like to lead and what is most important to you
- › Build a clear plan for becoming the leader you are meant to be



ou'll find plenty of additional resources to help you learn more about your Style at WhoAreYouMeantToBe.com

Visionary leaders let others fill in the blanks. Visionary leaders will tend to communicate directions in a big-picture, conceptual manner. They assume that others know what they are doing and will leave people to carry out their tasks in their own way. They expect direct reports asking questions if people don't understand, and they tend to provide an overall strategy that defines objectives without filling in all the details. This works well for employees who like to jump in and get going on work without having to know all the particulars in advance. However, it can be a challenge to others who need more details and specific steps before they get started.

Visionaries often engage in arguing and debating during conversations. They do not do this to create conflict; rather, it is an essential way for them to obtain or create greater understanding of people and the world around them. Styles that are more harmony-seeking in nature can easily misunderstand the intentions of the Visionary.

The Visionary's Approach to Planning

VISIONARY LEADERS LOVE TO PLAN IN ORDER TO MAKE THEIR PERCEPTIONS A REALITY. FOR THIS LEADER, A PLAN IS A LIVING, BREATHING ENTITY THAT EVOLVES AS NEW INFORMATION OR INSIGHT BECOMES AVAILABLE. THIS LEADER PLANS AT A HIGH LEVEL AND LEAVES THE DETAILS OF IMPLEMENTATION TO OTHERS.

Visionaries enjoy planning on a grand scale towards what they believe can be accomplished. They will devise a strategy and chart a course to powerfully move toward objectives, identifying activities that support their strategy and expecting people to execute them and understand their importance. They outline what they need to be accomplished, leaving the finer details of implementation to others. Because they trust that others understand their vision and know what is expected of them, they can be disappointed when the outcome does not match their vision for what was possible.

Visionary leaders are effective planners and organizers. They act like they know where they are going and how they are going to get there, even when they don't. They convey self-assurance, capability, and intellectual insight—qualities that most people look for in their leaders. They run their businesses and teams on a definitive time- and goal-oriented model. They enjoy planning and creating structure and eagerly take on the development and organization of an entire system with ease. Once they have their plan in place, they charge ahead with passionate intensity until it is fulfilled.