

Overview

The Strong/Weak Leaders exercise guides participants to reflect on the best—and worst—leader they’ve observed prior to joining the company. By considering the traits that each of those leaders displayed, participants build awareness of the qualities of strong and weak leaders. This awareness leads participants to reflect on their own leadership style and assess how they are perceived by others.



Objectives

- To identify the qualities that strong and weak leaders demonstrate
- To consider how leaders are perceived by those who interact with them
- To generate self-reflection of one’s own leadership style

Depth Level:	Light
Facilitation Skills:	Light
Estimated Time:	20 minutes
Tools Needed:	Pens/pencils, flipchart, markers
Handouts	Strong/Weak Leaders Worksheet
Pre-work:	None
Notes:	This exercise works best when participants reflect and fill out the worksheets in silence.
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Facilitation Instructions

- 1) Explain the objectives of the exercise.
- 2) Distribute the Strong/Weak Leaders Worksheets and give participants 5 minutes to complete them.
- 3) One at a time, ask each participant to share the three items they wrote down in the Strong Leader column of the worksheet. Note that participants don’t have to share the names of the leaders they reflected on—sharing the names is optional.
- 4) As participants share their strong traits, write them down on the flipchart. Paraphrase as needed to ensure clarity and conciseness. If there are any repeats, put a checkmark next to the original item.
- 5) Repeat steps #3 and #4 for the Weak Leader column of the worksheet.
- 6) After all participants have shared both columns, encourage participants to consider their own leadership style:
 - a) Look at our list of strong traits. Do you demonstrate these?
 - b) Look at the weak traits. Are any of these a challenge for you?
 - c) Are there any changes you would like to make to your leadership style?
- 7) Optionally, after the meeting, email the traits to all participants. The list can be handy to look at prior to team meetings, strategy sessions, or annual planning as a reminder of strong and weak leadership behaviors.

Think back to the best leader you have ever observed prior to working at this company. This could be a childhood coach or teacher, someone you worked for, a parental figure, a community leader, a former coworker, etc. Close your eyes and get a visual image of this person in your mind. List three things this person did that made them such a great leader in the left column.

Now think of the worst leader you have ever observed. Follow the same scenario and close your eyes to get a visual image of this person in your mind. List three things this person did that made them such a weak leader in the right column.

Strong Leader	Weak Leader
Name:	Name:
1.	1.
2.	2.
3.	3.
Notes:	Notes: