



DECA STYLES

UNDERSTANDING DECA LEADERSHIP STYLES

There are three components to leadership and ultimately your unique DECA Leadership Style:

1. _____ 2. _____ 3. _____

One third of your leadership is based on **nature**—how you were uniquely wired and gifted at birth. One third of your leadership is based on **nurture**—the training you have received and the impact of how you were raised and influenced by family, friends, heroes, and others in your life. The final element of your leadership style is based on your **choices**—the lessons you have learned from the outcomes of the decisions you have made in life.

The DECA Leadership Styles Inventory provides insight into your nature—or how you are naturally wired to lead. It provides a glimpse into your natural tendencies and how you were born to act and react to life situations. Your natural style often emerges when you are the most stressed, tired, or are operating in new or unfamiliar environments. As you gain confidence and comfortability in leadership, the nurture and choice aspects of your leadership style will emerge. This choreography and cultivation of nature, nurture, and choice reveals the emerging leader within.

MAJOR AND MINOR LEADERSHIP STYLES

Your highest score represents your **Major DECA Leadership Style**. This is also the leadership style you use most often and readily identify with in others.

Your lowest score represents your **Minor DECA Leadership Style**. This is the leadership style you lead with the least often and likely struggle with understanding those who operate with this as their Major DECA Leadership Style.

If your Major DECA Leadership Style is tied or within one or two points of another style, this means that you have the capability to readily adjust your leadership style to understand and operate in a broader variety of situations.

AVERAGE LEADERS VS EPIC LEADERS

An **average** leader often surrounds themselves with other leaders who have a similar style. This is natural because people are often more comfortable and communicate easily with people with similar styles and backgrounds. While easier, more comfortable, and perhaps even more fun in the short term, surrounding yourself with leaders just like your style can create major issues for you and those who follow you over the duration of your season of service.

Any of these leadership styles can sit at the head of the table and lead DECA. But, epic leaders and teams understand that all of these styles need to be sitting at the table in order to achieve maximum success and best serve members, customers, and stakeholders. By knowing your style, and the styles of others, you can make greater contributions, recognize how to leverage the leadership of others, and work cooperatively to positively influence people and situations to achieve value and growth.

CHALLENGES FOR TEAMS WITH THE SAME DECA LEADERSHIP STYLE

1. _____

2. _____

3. _____

ADVANTAGES FOR TEAMS WITH DIVERSE DECA LEADERSHIP STYLES

1. _____

2. _____

3. _____

Until you grow your self-awareness as a leader, you only know _____% of what it's like to be led by you.



WHAT'S YOUR DECA LEADERSHIP STYLE?

Rank your style and approach to leadership based on the phrases, word groupings and descriptions on the next page. You must score each box with a 4, 3, 2, or 1. You only can use each number only once per row. Place a 4 under the group of words that BEST describes you leadership style. Then choose the next with a 3, the next with a 2, and finally the LEAST like you with a 1. EACH ROW MUST CONTAIN ALL FOUR NUMBERS.

SECTION 1	SECTION 2	SECTION 3	SECTION 4
YouTube: Made sure the video got done. It's getting tons of hits.	YouTube: Starred in the video. It was awesome!	YouTube: Made sure everyone was in the video. We love it!	YouTube: Developed the concept for the video. It's epic!
Management Supervisor	Marketing Sales	Hospitality Tourism	Entrepreneur Innovator
Practical Procedural Responsible Organized	Adventurous Open-Minded Impulsive Courageous	Unique Empathy Personal Cooperative	Curious Conceptual Competent Knowledgeable
Driven Tradition Orderly Meticulous	Exciting Motivational Spontaneous Competitive	Spirited Affectionate Inspirational Dramatic	Detail Equity Flexible Ingenious
Working in a group I might say: "OK, everyone, let's concentrate so we can get this done."	Working in a group I might say: "Hey, everyone! You know what would be cool to try?"	Working in a group I might say: "What does everyone think about this idea? Do you like it?"	Working in a group I might say: "I think I have a great idea for how we can do this. What if we...?"
Everyone has dreams. Secretly, you... Want to be President & CEO with your name on the executive office door.	Everyone has dreams. Secretly, you... Want to star in your own TV Show with your name in lights!	Everyone has dreams. Secretly, you... Want to be the person who brings world peace and you don't care who gets credit.	Everyone has dreams. Secretly, you... Want to invent a product or service which changes the world.
People who praise me say: "I'm great at setting goals and achieving them." I'm effective.	People who praise me say: "I can get people excited and involved." I'm charismatic.	People who praise me say: "I listen well and really care about others." I'm considerate.	People who praise me say: "I'm creative and always have an idea to share." I'm innovative.
TOTAL OF SECTION 1	TOTAL OF SECTION 2	TOTAL OF SECTION 3	TOTAL OF SECTION 4

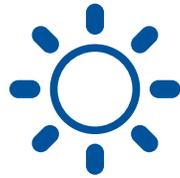
YOUR DECA LEADERSHIP STYLE DEFINED

Transfer your scores from DECA Leadership Styles Inventory to the corresponding boxes below.

TOTAL OF SECTION 1	TOTAL OF SECTION 2	TOTAL OF SECTION 3	TOTAL OF SECTION 4



DRIVER



ENERGIZER



CARETAKER



ANALYZER

DRIVERS see themselves as:	ENERGIZERS see themselves as:	CARETAKERS see themselves as:	ANALYZERS see themselves as:
Executive type Responsible Goal-oriented Organized Effective	Fun-loving Solution Finder Action-oriented In the moment Fast Paced	Caring Warm People-oriented Encouraging Considerate	Knowledgeable Great Planners Vision-oriented Objective, Calm Efficient
Others see them as:	Others see them as:	Others see them as:	Others see them as:
Bossy Opinionated Boring Stubborn	Not serious Forgetful Disobeys rules Not able to stay on task	Dramatic Naïve Touchy-feely Ignores policies	Arrogant Hard to get to know Uncaring Shy
They dislike:	They dislike:	They dislike:	They dislike:
Non-conformity Ambiguity Waste Ineffectiveness	Authority/Rules Inflexibility Slow pace Inaction	Hypocrisy Deception Hidden Agendas Insincerity	Incompetence Inequity Injustice Inefficiency
They like:	They like:	They like:	They like:
Structure Clear Instruction Punctuality Time to Adapt to Change	Change Freedom to Create Sense of Humor Hands On	Collaborating Warm Atmosphere Inclusiveness Recognition of All	The Big Picture Thinking Inventiveness Facts & Truth
Work vs. Play	Work vs. Play	Work vs. Play	Work vs. Play
Work, then Play	Work and Play	Work and Play Together	Plan to Work and Play
Key DECA Core Value	Key DECA Core Value	Key DECA Core Value	Key DECA Core Value
Integrity	Competence	Teamwork	Innovation
Member Relations	Member Relations	Member Relations	Member Relations
Organize, track, and set goals for membership	Recruit, engage, and mobilize members	Welcome, connect, and encourage members	Strategize and plan the membership campaign

INCREASE YOUR INFLUENCE

GROWTH OPPORTUNITIES FOR YOUR DECA STYLES

Circle at least one growth statement per DECA Style that you know is a leadership weakness you want to grow into a leadership strength.

DRIVER GROWTH	ENERGIZER GROWTH
<p>Relax and enjoy the ride. The world's not perfect. Flex and be ready to change your plan.</p> <p>It takes great people and great planning to succeed. Planning is not your growth opportunity area.</p> <p>Failure is essential to innovation and learning. Understand setbacks are setups for greater triumph!</p> <p>Just because an idea doesn't have a plan, doesn't mean it won't work. Come up with the plan, even if it's not your idea.</p> <p>Don't be intimidated by the popular or gifted communicator. Seek clarity. Ask your questions (with warmth and sincerity!)</p> <p>Watch your tone and tact. Alienating others is not how you access the help needed to succeed!</p>	<p>Learn to be fully present and listen before responding.</p> <p>Watch how much you talk and finish other people's sentences in conversations</p> <p>Anyone can generate great ideas, learn to rally others to build on ideas and finish great ideas.</p> <p>Learn to be patient and give others time to think about your great ideas. Ownership is vital!</p> <p>Understand that just because it's not fun doesn't mean it failed. Good times don't always equal good results.</p> <p>Details matter. Take the time to color in the picture or encourage others who are gifted at the details.</p>
CARETAKER GROWTH	ANALYZER GROWTH
<p>Service is your strength, but watch how much you give yourself to everything and everyone. Leave some room for your needs too!</p> <p>Understand that not everything is personal. It may feel that way, but, it's not always the case.</p> <p>Learn how to bring expectation as successfully as you bring encouragement.</p> <p>Suit up and bring your body armor to work with leaders who aren't your style</p> <p>Deadlines affect others! Being late because you were serving others is still being late and undermines your influence.</p> <p>Drama is distracting and it often finds you because of your caring nature for others. Don't let drama devour precious time and energy.</p>	<p>Learn to share and engage others in your ideas even if they aren't perfect yet. That's what teams are for!</p> <p>Learn to really listen and hear the ideas of others before you question and critique.</p> <p>When someone shares their feelings, try not to analyze them or what happened. Just listen and be there for them.</p> <p>Don't be so concerned with tomorrow that you miss today!</p> <p>Be careful about your superiority complex. No one likes to hear "I told you so." Others know you were right without you having to tell them.</p> <p>There's a time to study and a time to start up. Be careful not to overthink things and miss the moment.</p>

BE COURAGEOUS!

Ask another leader or advisor you trust to underline additional growth areas for your DECA Style. Seeking genuine feedback from others will accelerate your influence and leadership!