Five Paths to Leadership

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Today’s Objectives

1. Examine our access to different leadership styles using The Five Paths to Leadership self-assessment tool.
2. Apply this information when designing effective meetings.
THE FIVE PATHS TO LEADERSHIP
The Assessment:

- Reflects a dynamic view of leadership
- Is intuitive and can be applied easily
- Reveals how you show up under stress
The Five Paths is an assessment of how you tend to show up as a leader, not who you are.
Wisdom

Fear
Insecurity
Doubt

Shadow
Scoring Range

0-10  Very little access to this style

11-20 Can use if needs to but often chooses not to

21-30 Fair access to this style; uses this style easily

31-40 May tend to overuse this style

41-50+ Uses this style in extreme or excessive ways
The Critical Thinker

Logical
Rational
Methodical
Diligent

Inflexible
Overly critical
Fixated on details
Need to be right

Intellectual Intelligence

The Warrior
Leader as Example

The Visionary
Leader as Designer

The Sage
Leader as Learner

The Relator
Leader as Servant

The Critical Thinker
Leader as Expert
The Relator

- Empathetic
- Team builders
- Values driven
- Collaborative
- Can’t say no
- Conflict averse
- Unassertive
- Takes things personally

Emotional Intelligence

- The Warrior
  - Leader as Example
- The Sage
  - Leader as Learner
- The Visionary
  - Leader as Designer
- The Relator
  - Leader as Servant

The Critical Thinker
- Leader as Expert
The Visionary

Hopeful outlook
Creative
Conceptual
Innovative

Unfocused
Over-committed
Inattentive to detail
Impractical
The Warrior
Will and determination
Courage
Authenticity
Perseverance

Competitive
Controlling
Bull-dozing
Busyness

Action Intelligence

The Visionary
Leader as Designer

The Warrior
Leader as Example

The Sage
Leader as Learner

The Critical Thinker
Leader as Expert

The Relator
Leader as Servant
Learning to Learn

Self awareness
Optimism
Sense of well being

Self-absorbed
Complacent
Withdrawn
Ignore feedback
Intersectionality and Leadership Styles

How might our intersectional identities impact how we show up and what meets or is outside of people’s expectations?
### Sierra Dawson

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**Score Range:**

- 0 - 10  Very little access to this style
- 11 - 20  Can use if needs to but often chooses not to
- 21 - 30  Fair access to this style; uses this style easily
- 31 - 40  May tend to overuse this style
- 41 - 50  Uses this style to extreme excess
Applying the Model
Sit with others that share your most accessible leadership style

• Describe the perfect meeting from the perspective of this leadership style.

• Imagine that only others with high access to your leadership style were attending.
Using 5 Paths to hold more effective meetings

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<td>Have a clear purpose for the meeting: are we sharing information? Making decisions? Who makes what decision? Try to limit loose ends.</td>
<td>How will you build community and connection in your meetings? What is the level of trust and safety among the participants? Focus on inclusive participation.</td>
<td>What prep work will be needed? How will the time be structured? Is everyone clear on their role/contribution to the meeting?</td>
<td>Ensure space for big picture discussion and be clear about the end goals. Limit criticism. Use the “yes and” technique as a way of building on ideas.</td>
<td>Evaluate your meetings every quarter: how effective are they? Do people feel involved? What do they like? Dislike? Suggestions/advice</td>
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Feedback Please!

https://tinyurl.com/5n7d4afn