



ChangeWise

The Pioneer in Leadership Agility

Power Style Profile



What is it?

The **Power Style Profile** is a short (20-item) self-assessment tool that provides insight into the extent to which an individual balances assertiveness and receptivity in pivotal conversations.

Pivotal conversations are moderately to highly stressful decision-making situations, where two people each have a stake in the outcome. They need to come to an agreement, yet they disagree about what to do.

The terms “pivotal conversation” and “power style” come from the award-winning book, *Leadership Agility*. The research underlying the book found that leaders with low levels of agility tend to have power styles that are either highly assertive or highly accommodative — or they flip back and forth between these two styles in different situations.

As leaders develop increased levels of agility, their power style becomes more balanced and, ultimately, more integrated. The capacity and skill-set to express one’s views, and yet express genuine openness to differing views, leads to true dialog and shared commitment.





How it works

The Power Style Profile asks questions that identify whether a person's power style tends to be primarily assertive, primarily receptive, or balanced between the two.

The user is presented with 20 behaviors, each of which is indicative of an assertive or an accommodative power style. They are asked to identify how frequently, in pivotal conversations, they engage in each behavior.

The 10 core questions are divided into 5 characteristics of an assertive power style and 5 characteristics of an accommodative style. The converse of each of these 10 questions is also included to make 20 in all.

The PSP takes about 10 minutes to complete.

Pricing

\$19.95 each.

What the report includes

The PSP report covers the following topics:

- ◆ Results of the self-assessment: A graphic depiction of the percentage of time the individual engages in assertive vs. accommodative behavior in pivotal conversations.
- ◆ An explanation of what power style is.
- ◆ Why an optimally effective power style includes a well-developed ability to balance assertiveness and receptivity.
- ◆ The advantages and disadvantages of the individual's current power style.
- ◆ What the individual can do to develop their current power style into one that is more balanced and effective.
- ◆ Written resources for enhancing one's power style.



How to get Approved

If you've attended one of our Leadership Agility workshops for coaches, you can get approved to use the PSP by completing these 4 simple steps:

1. **Register** as a coach on the new Leadership Agility Assessment site: assessleadershipagility.com
Select the "For Coaches Tab"
2. **Do a free test-drive** using the code PSPTestDrive.
Complete the PSP as if you were a client you know well, then review the PDF report.
3. **Review guidelines** for use with clients. A link to these guidelines can be found at the top of your Coach Dashboard.
4. **Email Linda Smith** at LS@changewise.biz and let her know you've completed the 3 steps above. She will confirm that you've been approved and will send you a brochure for sharing the PSP with clients.

Additional ChangeWise Tools & Services

ChangeWise is a Boston-based organization and leadership development firm with an extensive network of global affiliates.

Additional ChangeWise services for coaches:

- ◆ Leadership Agility Coaching Workshop
- ◆ Leadership Agility Accelerator
- ◆ Leadership Agility 360
- ◆ Intro to Leadership Agility (half-day licensable module)
- ◆ Group Orientation to the Leadership Agility 360 (licensable module)

For more information about these services, **contact Debra Whitestone** at dw@changewise.biz

