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Leadership Matching Report

Leader: Ubaid GRANT

Direct Report: Honor Rahman

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Ubaid GRANT Management Style

Team Leader: Ubaid

This section will give you an overview and comprehension of this person's management style. It describes the way the person naturally interacts while managing other people. In the following chapters Leadership, and Decision Making and Communication, we describe the management style of this person.



Leadership

- Ubaid has highly developed social and relational skills and a great facility to communicate, doing it transparently and clearly.
- Ubaid has a friendly, close and charismatic style.
- Uses energy, personal magnetism, and charisma to promote ideas and plans.
- Can convince and impact others easily.
- At times, due to personal high standards orientation, can seem to have an overly detailed and technical style when dealing with specialized subjects.



Decision Making

- Ubaid is a cautious person, and before making a decision, there is a need to be sure that the chosen option is the best one.
- Will evaluate all the available alternatives and their impact on the organization before making a decision.
- Decisions that have a negative impact on employees or other members of the organization could be tough for Ubaid to take.
- Ubaid is interested in other people's opinions and will feel comfortable involving the closest surroundings to share their point of view before making a decision.
- Ubaid is a receptive person and open to the suggestions of other people.
- Due to a strong sense of urgency, will make decisions quickly in the area of expertise; however, when it is not the case, will tend to handle these situations more cautiously.
- Will always make decisions with controlled risk.



Communication

- Will create a collaborative environment rather than a competitive environment. It is important for Ubaid that everyone feels comfortable. Will motivate the collaborators using persuasive skills and charisma.
- Ubaid is accessible and shows interest in knowing the needs of the team and the rest of the members of the organization.
- Recognizes the collaborators for a job well done and celebrates the successes of the team/collaborators.
- Admits that people can make mistakes and that mistakes are part of learning itself, therefore will encourage the team to take risks and make decisions as part of the learning process.
- Once a consensus has been reached, this person will expect others to adhere strictly to the agreed goals and programs.
- Won't mind giving up authority and empowering the team, but by doing so could exert excessive control and, even if it is done in a friendly way, it might irritate some people.
- It could be difficult for this person to make decisions that have a negative impact on collaborators.
- Encourages continuous learning within the team. Feels comfortable sharing meaningful learning experiences with collaborators.



Honor Rahman Natural Characteristics

How to lead Honor effectively

On this section we describe important aspects to be considered when coaching effectively. The following highlights are based on the Natural Style behaviour and it is essential for anyone who wants to lead a team to consider them, in order to achieve maximum efficiency and capacity.

- To develop Honor's full potential, it is necessary to provide a stable and consistent work environment, where the structure and direction for the responsibilities and projects assumed are sustained and predictable. It is important to assign responsibilities and projects that are challenging and are not too repetitive.
- Since Honor acts following rules and procedures, it is important that this person previously knows the scope of the responsibilities, the projects assigned, and the objectives to be achieved. If objectives are not clear, sometimes, because of the eagerness to find the exact result, Honor can feel frustrated.
- Will appreciate being provided with projects where Honor can apply analytical thinking in order to improve processes, which requires experience and significant technical knowledge more than those that require people management. Will be especially motivated by those projects that require a lot of concentration, managing a large amount of data and information with precision, quality and accuracy and their subsequent analysis.
- To make Honor feel more comfortable and enhance the analytical skills, it will be convenient to provide this person with a harmonious work environment and without confrontation, where Honor can work individually or in small teams. This person must find a space of trust where it is possible to express doubts freely and propose solutions.
- Is not motivated by power for the mere fact of representing authority, but will seek to be a reference and recognized among colleagues for this person's knowledge in the area of specialization, business vision, values, and quality of the work.
- Will appreciate being given consistent and meaningful feedback frequently to ensure performance is adequate and values straightforward, formal, and detailed communication.
- Should have in mind that it is possible that due to high demand on the quality of the work, Honor may spend more time than necessary on details and other aspects of little relevance. It is important to always bear in mind that this person's potential lies in analytical capacity and specialization, with a focus on achieving high-quality work standards.



Keys to motivate Honor effectively

On this section we describe important aspects to be considered in order to achieve and maintain a high degree of motivation in this person. The following highlights are based on the behavioral style and must be considered by anyone assigning tasks and responsibilities, or by anyone who works along with this person as part of their team.

- Provide consistent and meaningful feedback on a regular basis.
- Constantly recognize the work that is well-done.
- Promote a work environment with balanced relationships and no confrontation.
- Maintain structure, clarity and direction in the tasks to be carried out.
- Allow him to display his ability to focus on tasks that require precision, accuracy and quality.
- Provide corrective feedback in a positive and tactful way.
- Avoid personal criticism.
- Provide a workplace that is work- and business-oriented.
- Provide a consistent and predictable work environment.



Ubaid GRANT and Honor Rahman

Key aspects that help to consolidate the relationship

On this section we describe important aspects to be considered when improving and consolidating the relationship between Leader and Direct Report. The following highlights are based on the Natural Style behaviour of these two people. It is very important to have this information and to make use of it, in order to improve the relationship and contribute with the group's sense of team, so that both of them can develop all of their potential.

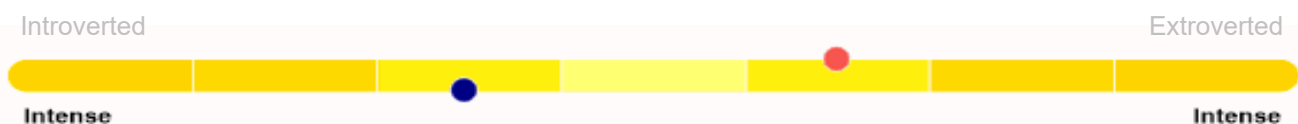
● Ubaid
● Honor

R Risk Axis



- Keep in mind that Ubaid is more straight forward and competitive than Honor, who is characterized by a more kind and non-confrontational style.
- Ubaid should avoid displaying too much confidence, since Honor could interpret it as "arrogance".

E Extroversion Axis



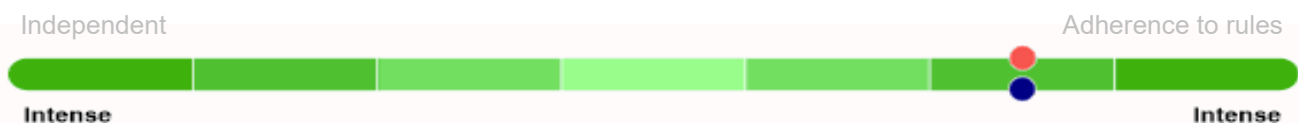
- Keep in mind that Ubaid is more outgoing and talkative than Honor, characterized by a quiet and serious style.
- Ubaid needs to dedicate more time to listening and supporting Honor, showing genuine interest in what he says.
- Ubaid must be careful not to interrupt or talk over Honor.
- Ubaid can help him by asking simple questions with open-ended responses.
- Ubaid must listen carefully to Honor, before getting excited about the topic of the conversation.
- Ubaid should avoid being too friendly before the relationship is consolidated. He needs to remember that only after a while will Honor gain his confidence.
- Ubaid must be aware at all times that Honor needs his moments of peace and quiet.

P Patience Axis



- Keep in mind that Ubaid is more inquiring and dynamic than Honor, who characterizes by a more patient and quiet style .
- Honor takes time and likes to do things right. Ubaid should avoid rushing and getting upset if things do not happen quickly enough.
- Ubaid must be careful not to introduce too many ideas to Honor or involving him in too many projects at once .
- Ubaid must give time to Honor. Also, he should avoid asking him for help at the last minute.
- Ubaid must give time to Honor when he needs to present an idea or concept. He must be careful not to interrupt him and listen carefully, showing genuine interest in his ideas.
- Ubaid should be aware that Honor will be more motivated if changes are small, well-founded, and are planned with time.

N Conformity to Norms Axis



- Keep in mind that both are characterized by being well organized and structured.
- Ubaid must make sure not to get distracted by the details of a project and lose the bigger picture.
- It's important that the rules, systems and policies are clear and simple for the participants, instead of being an obstacle.
- Being perfectionists, both must be careful when making judgments or pointing out errors. They must always keep in mind that both hate making mistakes and are very sensitive to criticisms.

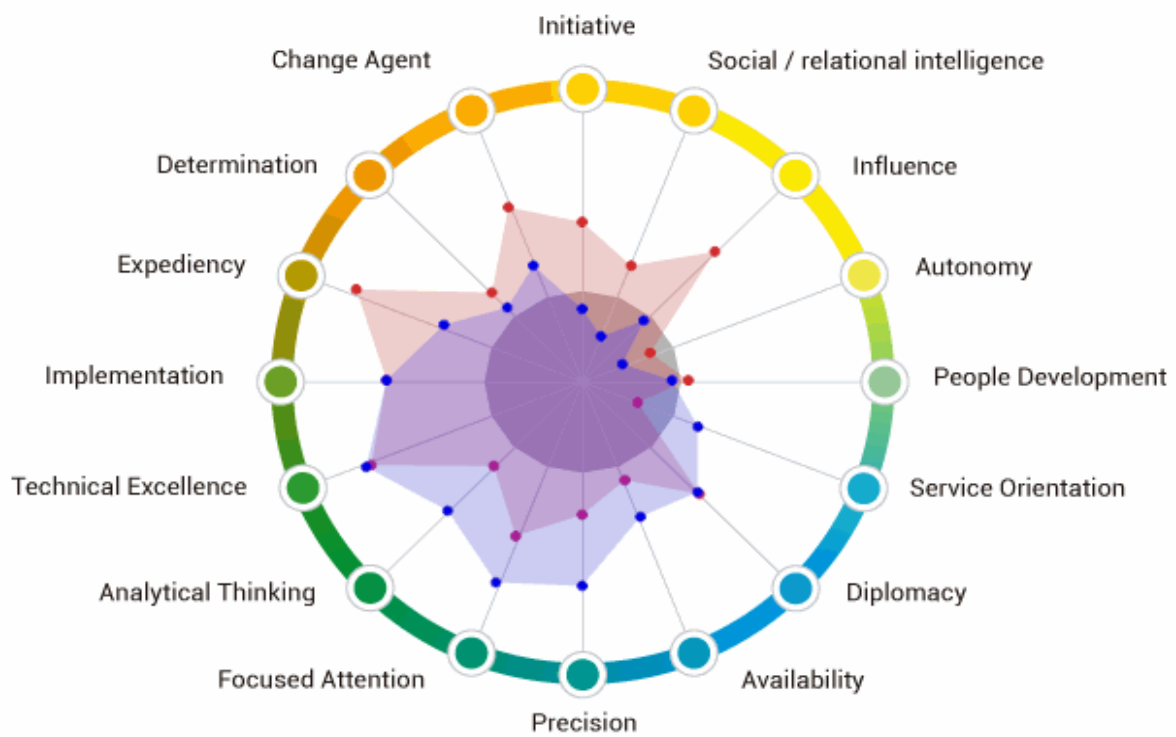
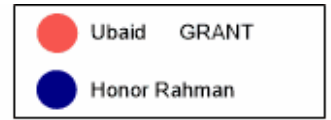
S Self-Control Axis



- Keep in mind that Ubaid is more thoughtful, controlled and rational than Honor, characterized by a more spontaneous and emotional style.
- Ubaid needs to be careful not to impose his own principles to Honor.
- It is important that Ubaid understands that he can question the ideas and proposals of Honor, but never make fun of or humiliate him.

- It will help Ubaid to have a more simple approach, by not being so rational.

Behavioral Radar Graph



- **Initiative**
Natural tendency to anticipate and propose novel actions. It is the permanent attitude of acting when the occasion arises, without waiting for orders or instructions, seeking and creating opportunities, solving situations and problems. It is the tendency to anticipate and act by activating ties and relationships, earning the respect and trust of various types of people whom are impacted and influenced to achieve results.
- **Social / relational intelligence**
Natural tendency to communicate and interact efficiently with others managing social diversity, making these relationships a channel for the achievement and strategic alignment of the organization's objectives. A natural inclination is shown to generate, establish, maintain and enhance value relationships through an adequate flow of communication between the members of the group or the organization, using the different codes and channels that are required in each case.
- **Influence**
Natural tendency to influence and impact others by creating commitment and building consensus. Describes an optimistic outlook that is results-oriented working with and through people, appearing sociable, friendly and influential.
- **Autonomy**
Natural tendency to focus on results safely, independently and with self-confidence, identifying opportunities in different situations. A disposition is shown to take advantage of available resources (time, people, financial resources), provide solutions and undertake challenges assuming at all times the responsibility and consequences of one's actions.
- **People Development**
Natural tendency to help others, support people and work teams in their development and improvement on a daily basis. It is the proneness to put the focus on people, driving collaboration, motivating and challenging for continuous learning and development. An ability is shown to promote a harmonious environment, of mutual understanding, cordial and complementary, promoting inclusive solutions and cultivating shared responsibility.
- **Service Orientation**
Natural tendency to identify, understand and manage the needs of all stakeholders: teams, clients, suppliers, etc. with the desire to offer solutions with excellence in treatment and generating positive experiences. It describes a tendency to solve different situations, guaranteeing the solution with a helpful, patient, calm and balanced style, even in situations of pressure.
- **Diplomacy**
Natural tendency to be kind and gentle, as well as perceive, share or infer in the feelings, thoughts and emotions of others, understanding the different points of view. It is the tendency to have a diplomatic approach to others, orienting to results in a patient, friendly and cordial way, avoiding confrontation.
- **Availability**
Natural tendency to spend time with others, to show openness and disposition to the other, with a high capacity for listening and achieving a satisfactory degree of empathy with other people. It describes someone with a patient and considerate style, demonstrating to be a generous and compassionate person, consistently focusing on results and taking time.
- **Precision**
Natural tendency to an analytical, cautious, systematic and detailed approach to problems and decisions, with a precise and careful method. This person shows comfort and efficiency in well-defined and structured situations and environments.
- **Focused Attention**
Natural tendency towards focused attention, regardless of the context, in order to obtain and manage relevant information efficiently. It is the preference to follow procedures in a precise and orderly manner, concentrating on details and making an effort to avoid mistakes in one's approach to the result.
- **Analytical Thinking**
Natural tendency to advance in problem solving by applying a differential diagnosis, evaluating its possible causes and looking for different behaviors among the causes, decomposing the complex problem into simpler parts, testing and discarding hypotheses. It measures if someone is trustworthy in their approach, disciplined, precise and if they are oriented to the results analyzing, collecting information and the facts to advance in a logical, systematic and orderly way.
- **Technical Excellence**
Natural tendency to focus on results consistently and safely, analyzing available information, following procedures and seeking harmony and excellence, in order to achieve solutions aligned with the organizational development. It is the tendency to manifest a critical and demanding approach to different situations, being interested in compliance with methods and procedures that ensure quality and avoid error.
- **Implementation**
Natural tendency to bring preliminary thinking to fruition and to execute or implement a plan, method, idea, model, or policy to do something or solve a problem. It implies a prior strategy, a method and its execution, displaying dynamism and under a context of rules and procedures. It involves an approach to problems in a meticulous and curious way, studying, analyzing and making decisions based on logic.
- **Expediency**
Natural tendency to respond with a sense of urgency and to make things happen. It is the tendency to be fast and flexible, responding positively to diversity and change, even when times are pressing.
- **Determination**
Natural tendency to look forward, with a proactive and decisive style to achieve one's goals. It implies confidence and courage when making decisions. It manifests a tendency to take risks to achieve goals and an orientation towards results in a determined and firm way, confronting if necessary, taking responsibility and taking on challenges.
- **Change Agent**
Natural tendency to be the engine of change, propose transformations, generate a context where new ideas and alternatives are debated and valued and the status quo is questioned. Ability to react flexibly to barriers and difficulties. It is the tendency to pay attention to the environment, the social and organizational context in order to propose changes and improvements that have a positive impact.