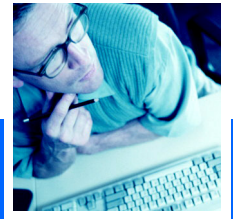


Are you an impulsive manager?

By Gail Taylor-Barber



Synopsis

Team members fall into four basic groupings. As a manager of people it is essential that you are aware of both your own characteristics and the characteristics of your immediate team. This is the study of communication, self-awareness and motivation - a real step in the development of team functionality and a manager's abilities to lead.

How to ...

How to understand the four basic types of managers.

How to understand the strengths and weaknesses of the four basic types of managers.

How to manage the four basic types of managers and get the best from them.

Gail Taylor-Barber

Gail has studied team dynamics extensively within corporate environments of different cultures and size. Renown for her insights and practical approach, Gail runs her own consultancy helping managers' to manage more effectively. She is an NLP practitioner and a qualified coach.

Introduction

I am an impulsive manager. I am a risk taker both in and out of work. I make decisions by intuition and gut feeling. Does that make me a good manager or a bad manager? Results suggest the former, but there have been a few hairy moments when intuition nearly got me into trouble!

I have worked very hard at the emotional stability side of management and I tried hard to maintain a consistent and fair approach. I realize these are core skills in a manager's toolkit but still I have an idea and I'm off – proof positive, I am an impulsive manager.

In this article I will look at the four main 'types' of person from the point of view of both a leader and a team member. Each have advantages and disadvantages and it is possible to recognize the characteristics of each. Once you as a manager can recognize how you behave and how others behave, it is easier to spot the pit falls.

The four types

I want to start with some self-awareness, as you can't manage other people until you can manage yourself. The four main types of person are: