

# Darren Smith's

## AUTHENTIC LEADERSHIP SHEET

Your sheet is your true self. Be true to it.

## TEMPERAMENT & TALENTS

They can help or hinder the will to achieve authenticity

Primary Temperament: **75% Choleric**

Secondary Temperament: **25% Sanguine**

Characterization Based on Talents:

**Trailblazer/Force of Nature**

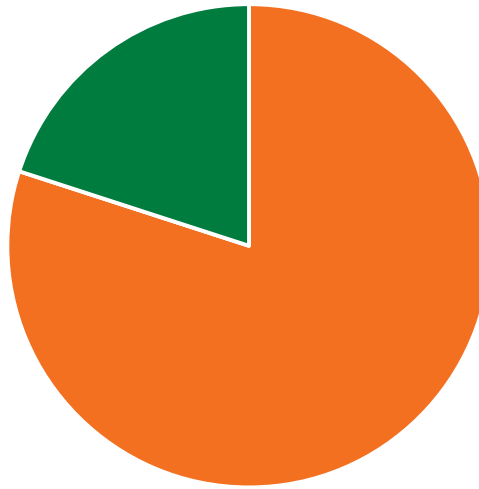
Talents serve as clues to accurately capture purpose

**Blue Connect**  
External Dialogue

**Green Reflect**  
Internal Dialogue  
1. Learner

**Orange Energize**  
Internal Motivation  
2. Achiever  
3. Self-Assurance  
4. Focus  
5. Significance

**Magenta Mobilize**  
External Motivation  
6. Maximizer  
7. Woo



### Talent Concentration

Orange, Energize, Internal Motivation

### Leadership Style

Think/Do it Myself, Lead by Taking Charge

## PERSONAL BEST STATEMENT

Darren is at his best in leading edge environments where constant learning is required and valued. If there's a mountain to scale, it energizes him. When someone has to lead unflinchingly in the face of adversity and resilience is needed, Darren can play the role. He can hone-in on core pieces of a project or organization and help others lead it more effectively. His name is his personal stamp of excellence, so he always does exceptional work.

## QUICK HITS

- Darren learns best by doing.
- When working with Darren, emphasize 'doing', be concise and use an agenda. Put a boundary on his learner.
- His focus talent intensifies his other 4 talents. Additionally, Significance and Self-Assurance intensify each other. What this means is he's in the top 1% of the population in regards to these talents – learner, achiever, self-assurance, and significance.
- Darren's 6<sup>th</sup> & 7<sup>th</sup> talents are woo and maximizer which characterize him as a 'Force of Nature' as well as a 'Trailblazer'.
- Darren is complemented by those with strategic, analytical, ideation, deliberative, futuristic, harmony, relator, discipline, positivity, and input talents.

## How do you know you are headed in the right *direction*?

Your **WHY** for being or purpose (how you specifically help others)

Show others how to capture who they are and most importantly, capitalize on it. **GREATER PURPOSE:** Build business leadership, at the service of mankind, and save the world. Significant goal is to build leaders at scale...

Your **MISSION** to do or substance – what you do, how you do it, the result and who you do it for:

Show leaders how to build community & authentic leadership to achieve their goals using an Authentic Leadership Loop & strategy.

## How do you know you are making the best *decision* to help you go in the right *direction*?

**PRINCIPLES** – truths that do not change. When you make decisions, you must help, not hinder, your principles.

Respect for the Person, Doing what's in the Common Good, Subsidiarity – defining a team member's scope of responsibility and giving them the freedom to succeed, Solidarity – caring about team members lowest on the ladder and the ripple effect of decisions on all stakeholders

## How do you know you are *executing* principled decisions the best you can?

**VALUES** – what you believe is important. Your values influence how you execute your decisions.

Health, Personal Development, Industriousness, Use More Humor, Simplicity/Probability/Leverage, Truth

## How are you *strengthening* your character and *elevating* your temperament?

**VIRTUES** – habits that you practice to build character, and in turn increase your authority as a leader.

Faith, Hope, Charity, Prudence, Courage, Self-Mastery, Justice, Magnanimity, & Humility

## What do you do with Excellence? How do you use it to serve your purpose & mission?

1 OR 2 things responsible for the majority of your success. It's your intellectual property (IP). EVERY person and organization has IP.

Darren's especially gifted at attracting and leading a group to boldly go where no one has gone before and accomplish a goal previously out of reach. Helping others capture what the objective is (the crazier and bigger the impact, the better), changing the way people get work done and achieving the objective with urgency (every thought, action, and interaction is done with excellence all day, every day), regardless of the context.

## HOW DARREN CONNECTS WITH OTHERS

**GROUND RULES** – how you manage your own behavior and your interactions with others. What do others need to know to successfully work with you?

Be WHO you are and do what you say, Manners, Work with others with joy, love, and understanding, Measure the promotion of an idea, Take stepped approach to communication and execution instead of jumping too far ahead, Less is more, Simple is beautiful, Not perfection, just additional success

**COMMUNICATION PREFERENCES** – what are your primary, secondary and tertiary means of communication?

Primarily face to face, secondarily by telephone and email, text as a last resort

One-on-one communication at least once/month for at least 30 minutes with my most important relationships

Mealtime and social time

**TEAM STRUCTURE PREFERENCES** – i.e. fluid or formal organizational structure?

Fluid, to form others, based on leadership style, skills, knowledge & talents needed for the team to be successful

## FAMILY HISTORY, TRADITIONS/CUSTOMS/RITUALS

Family time is protected and our church life is the foundation of our family

Start relationships by hosting other families at our home, then sustain and grow relationships

Family road trips, cooking dinner together, practicing virtue, reflection