

Horses4Change
...our horses...your Business
Leadership, Team & Individual Development

Know your Drivers – and how they affect your behaviour as a leader

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Drivers...Who & Why?

- According to Kahler, drivers can be characterised into five different ways of being
- It can be helpful to be aware of them, because there are pro's and con's to each driver
- Giving us a choice to not be led by unconscious impulses, could help us all become more effective and productive in life and our workplace.



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What are the 5 key drivers?

- Be Perfect
- Be Strong
- Hurry Up
- Please Others
- Try Hard



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Understand why



Recognise the behaviour



Make a conscious choice


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- **Personality test vs. Self development**
- **Self development is key to becoming a better leader**



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Be Perfect

- Draw energy from doing the 'right' things
- Aim for perfection in everything, check carefully, produce accurate work and set high standards
- Can miss deadlines due to checking work
- Can have a weak sense of priorities and insist everything is done perfectly.

Be Strong

- Ability to stay calm
- Driven by the need to cope with crisis/difficult people
- Work steadily through any workload
- Desire to have everything under control
- Come across as aloof and may not always ask for help.

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Hurry Up

- Do everything as quickly as they can
- Energised by having deadlines to meet, and always seem able to fit in extra tasks
- Given time to spare, can delay starting until the job becomes urgent. Can then make mistakes.

Please Others

- Nice to have around and very understanding
- Use intuition a lot and will notice body language and other signals that others may overlook
- Can avoid the slightest risk of upsetting someone
- May be cautious with criticism that our information is ignored.

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Try Hard

- Enthusiastic; get involved in lots of different activities, and tend to volunteer for things
- Energised by having something new to try
- Sometimes turn small jobs into major projects, in need to chase every possibility
- Can become bored with the detailed work that follows, even to the point of leaving work undone to allow moving onto a new, exciting activity.

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As a leader seek to know your employees




What does that entail?


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- Self awareness
- Subconscious vs. Conscious
- Body language
- Active listening vs. Assumptions



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Take it back to **you** – know what makes **you** tick – know what makes **your employees** tick

Understand why


↓

Recognise the behaviour

↓

Make a conscious choice

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- A Tool to add to your Toolbox
- Productivity and efficiency
→ appropriate motivation and inspiration
- Don't just be a leader – be a leader of people – understand your employees

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- Imagine a workplace where you are so “in-tune” with your colleagues that you are one step ahead of them
- Work alongside them to encourage working to their best of their ability

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- **Time** to see, hear and listen
- **Time** to recognise, learn and develop
- **Time** to implement change
- **Time** for success





Imagine if you as the leader gave yourself this time and your colleagues this time

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**What would your
company look like then?**

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Thank you for joining me today

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