



Sufinancirano sredstvima  
Europske unije

# Educational Leadership

Porto, Portugal  
Learning Together  
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Erasmus+  
Obogaćuje živote, širi vidike.

# NLP Communication Styles

<https://naturdoctor.com/Chapters/Quiz/communication.html>



# Visual

- Memorise by seeing pictures
- Have trouble remembering verbal instructions
- Tend to stand up straight, breathe from the top of the chest
- Prefer to stand back so they can see you
- Interested in whether things 'look good'
- Tend to move, think and talk faster

# Auditory

- Learn by listening
- Can repeat things back to you easily
- Breathe from middle of chest
- Tone of voice very important
- Interested in whether things 'sound right'
- Like to be close enough to hear you

# Kinaesthetic

- Often talk and breathe slowly
- Respond to physical rewards and touch
- Memorise by doing or walking through things
- Breathe from abdomen
- Interested in whether things 'feel right'
- Like to be close enough to touch you

# Auditory Digital

- A lot of internal dialogue
- Memorise by steps, procedures, sequences
- Interested in whether something 'makes sense'
- Can exhibit characteristics of other systems
- Will often be leaning back (dissociated)

# THE SIX LEADERSHIP STYLES (GOLEMAN)

	Commanding	Visionary	Affiliative	Democratic	Pacesetting	Coaching
The leader's modus operandi	Demands immediate compliance	Mobilizes people toward a vision	Creates harmony and builds emotional bonds	Forges consensus through participation	Sets high standards for performance	Develops people for the future
The style in a phrase	"Do what I tell you"	"Come with me"	"People come first"	"What do you think?"	"Do as I do, now"	"Try this"
Underlying emotional intelligence competencies	Drive to achieve, initiative, self-control	Self-confidence, empathy, change catalyst	Empathy, building relationships, communication	Collaboration, team leadership, communication	Conscientiousness, drive to achieve, initiative	Developing others, empathy, self-awareness
When the style works best	In a crisis, to kick start a turnaround, or with problem employees	When changes require a new vision, or when a clear direction is needed	To heal rifts in a team or to motivate people during stressful circumstances	To build buy-in or consensus, or to get input from valuable employees	To get quick results from a highly motivated and competent team	To help an employee improve performance or develop long-term strengths
Overall impact on climate	Negative	Most strongly positive	Positive	Positive	Negative	Positive

Goleman, Daniel, "Leadership that Gets Results" *Harvard Business Review*. March-April 2000 p. 82-83.

# DISC

It is based on self-perception.

Red, the Dominant style: Competitive, results-focused, independent, ambitious, determined, effective, purposeful

Yellow, the Influencing style: Inspiring, enthusiastic, outgoing, persuasive, dynamic, energetic

Green, the Steady style: Friendly, supportive, caring, sharing, patient, encouraging

Blue, the Conscientious style: Diligent, thoughtful, thorough, persistent, precise, formal



Thomas Erikson

Surrounded by Idiots

