

Featured Presenter

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The Association of
Accountants and
Financial Professionals
in Business

Course Goal and Agenda

The **goal of this course** is to strengthen your leadership by looking at personal aspects of your life that impact leadership.



- Introduction
- Personality and Leadership
- Clarifying Values and Goals
- Replenishing Mind and Body
- Close

Learning Objectives

AFTER THIS SESSION, ATTENDEES WILL BE ABLE TO:



LIST examples of personality styles and how they are used.



IDENTIFY ways in which personality impacts leadership style.



CLARIFY the goals and values that drive career and personal life.



DEVELOP strategies to replenish mental energy and physical stamina.

Reflection

1

HOW do you think your **personality** impacts your **leadership**?

2

WHAT do you do to **replenish** your **mind and body**?



Personality and Leadership

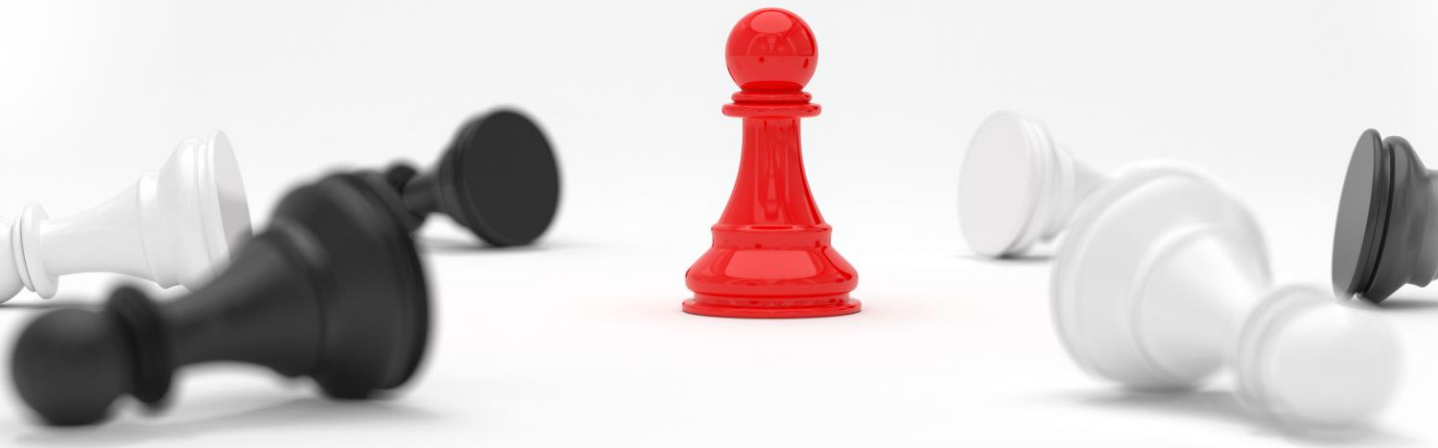
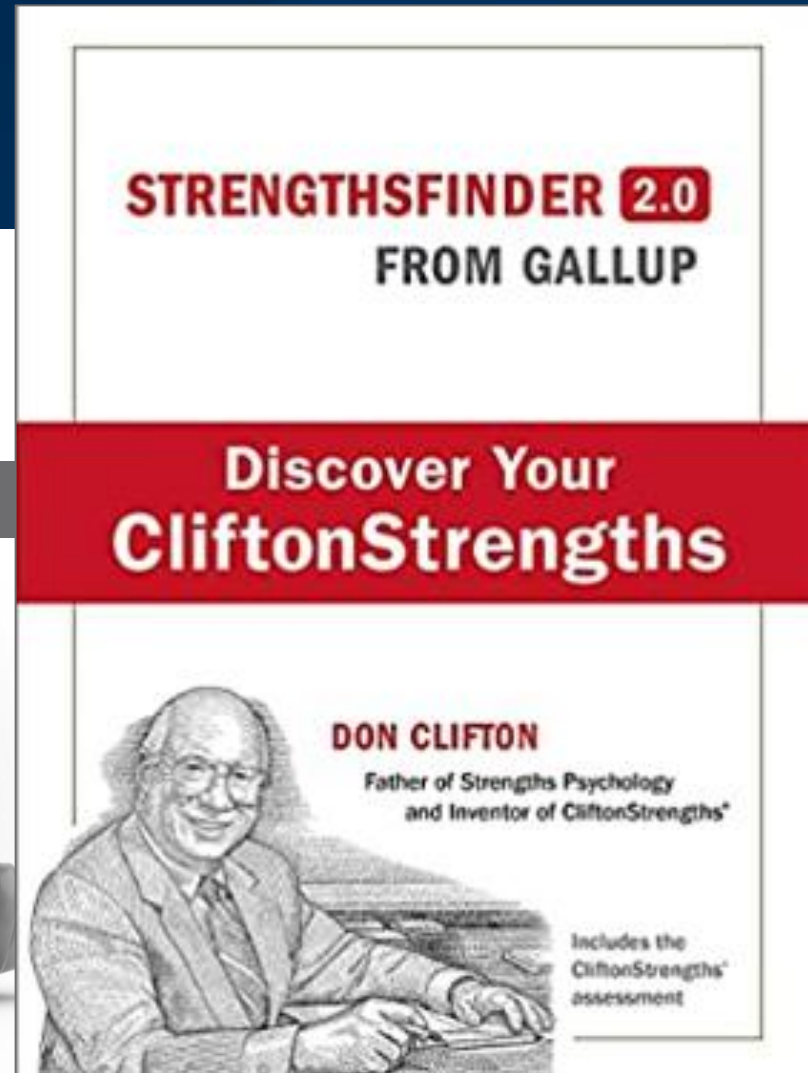


What Is Personality?

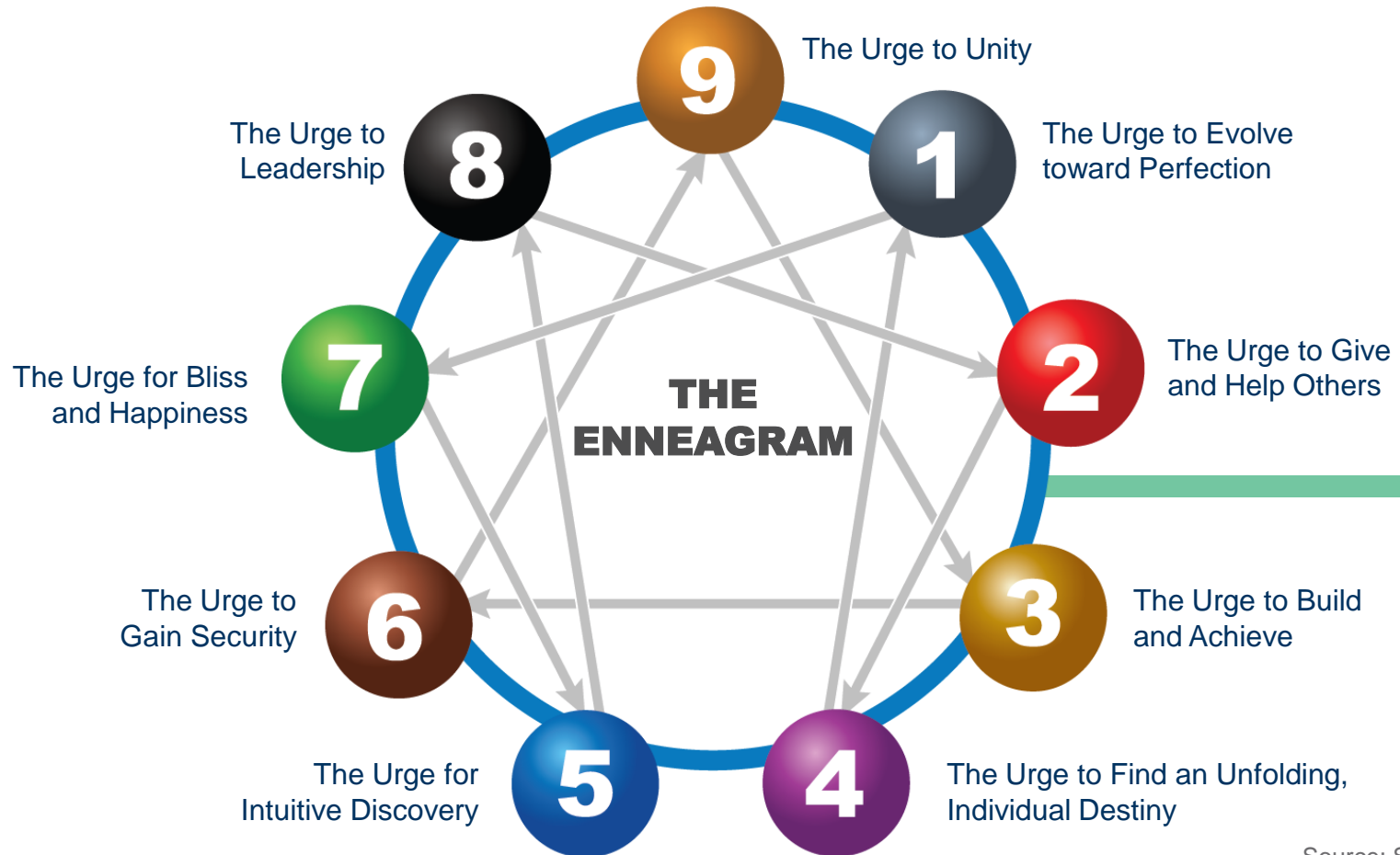
- ① A person's distinctive patterns of **thinking, feeling, and behaving**.
- ② Innate dispositions **plus** environmental factors.
- ③ **Core personality** is relatively established by **adulthood**.



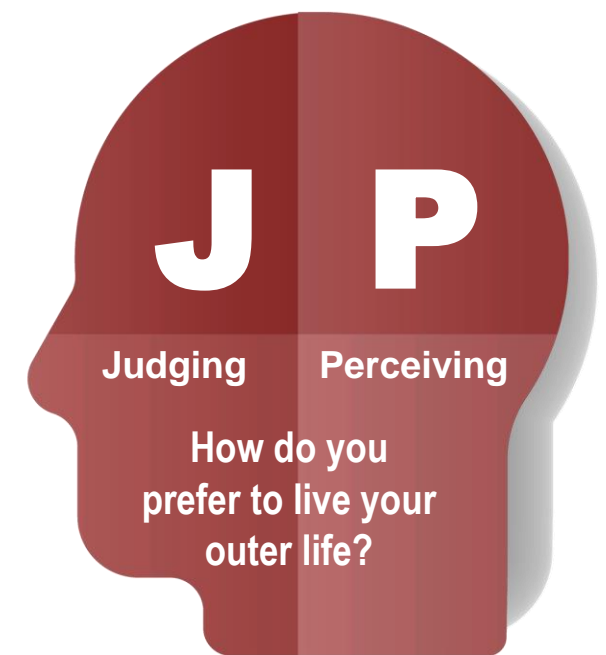
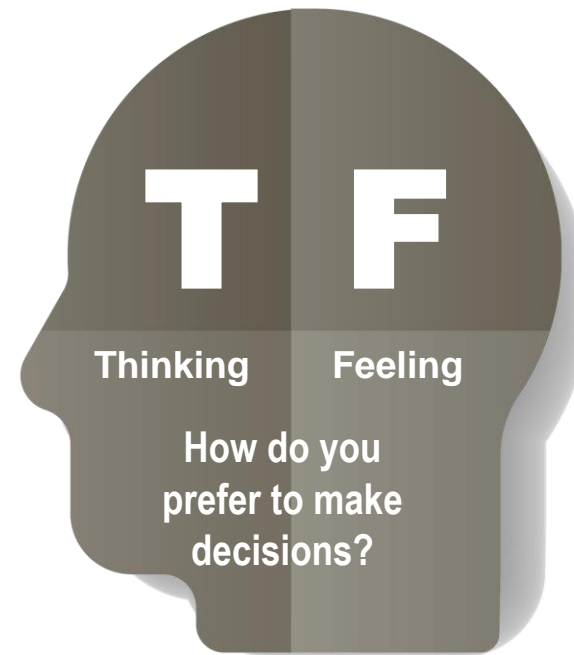
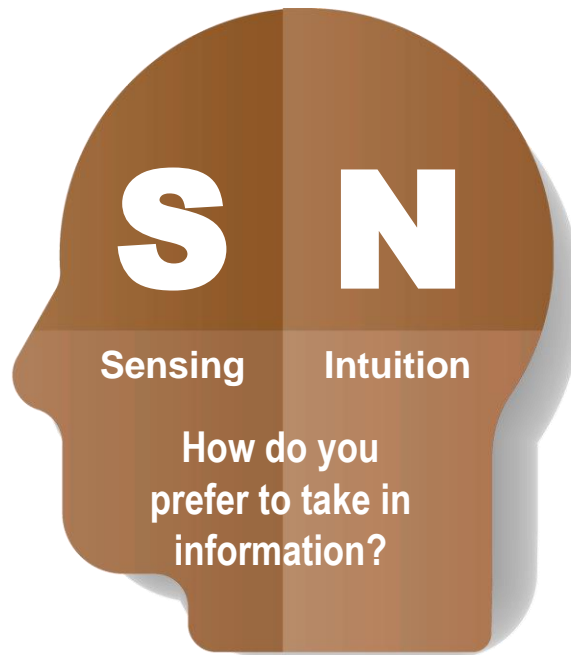
StrengthsFinder



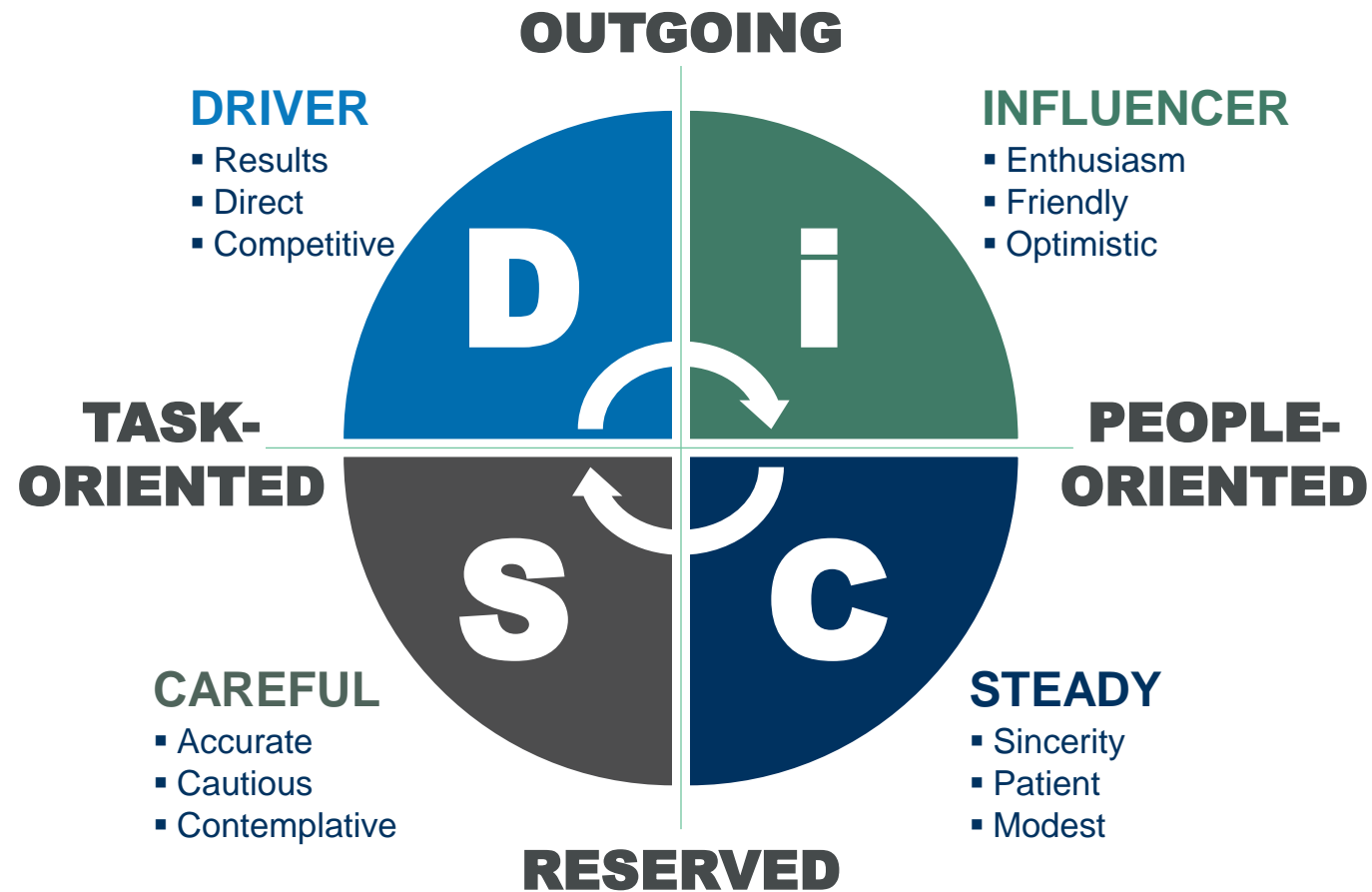
Enneagram



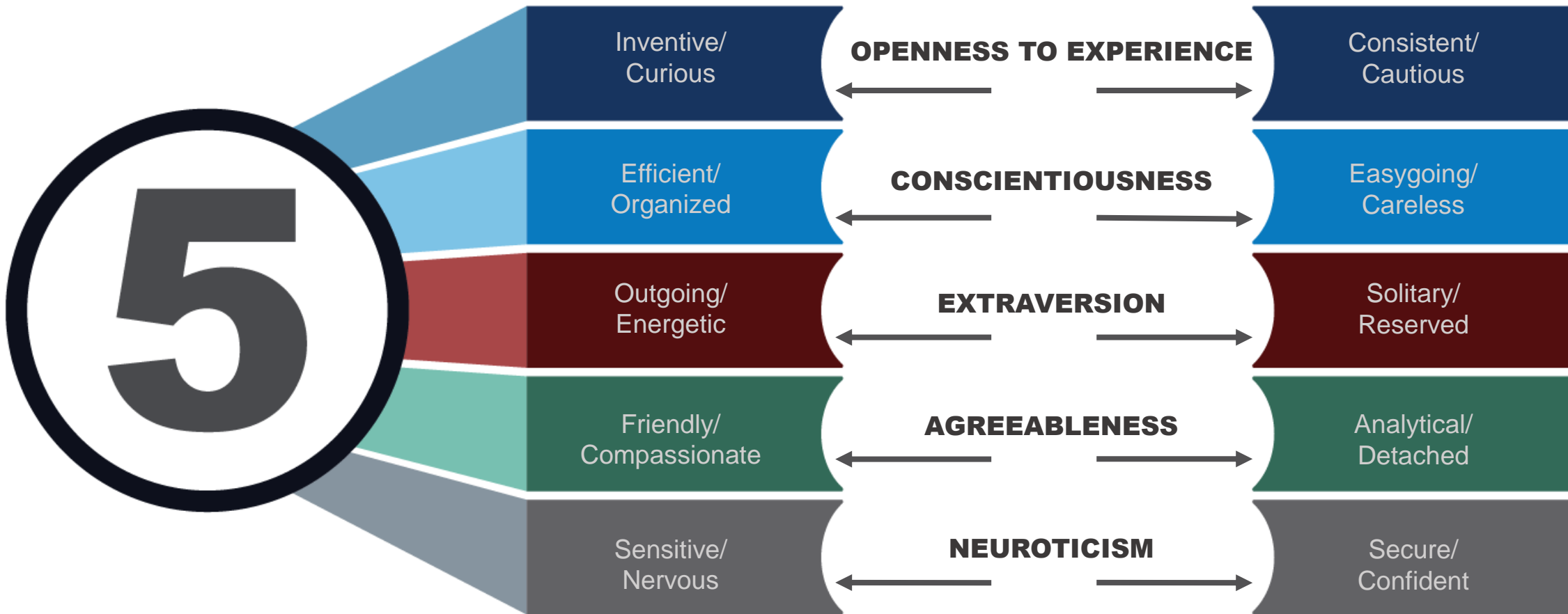
Myers-Briggs Type Indicator



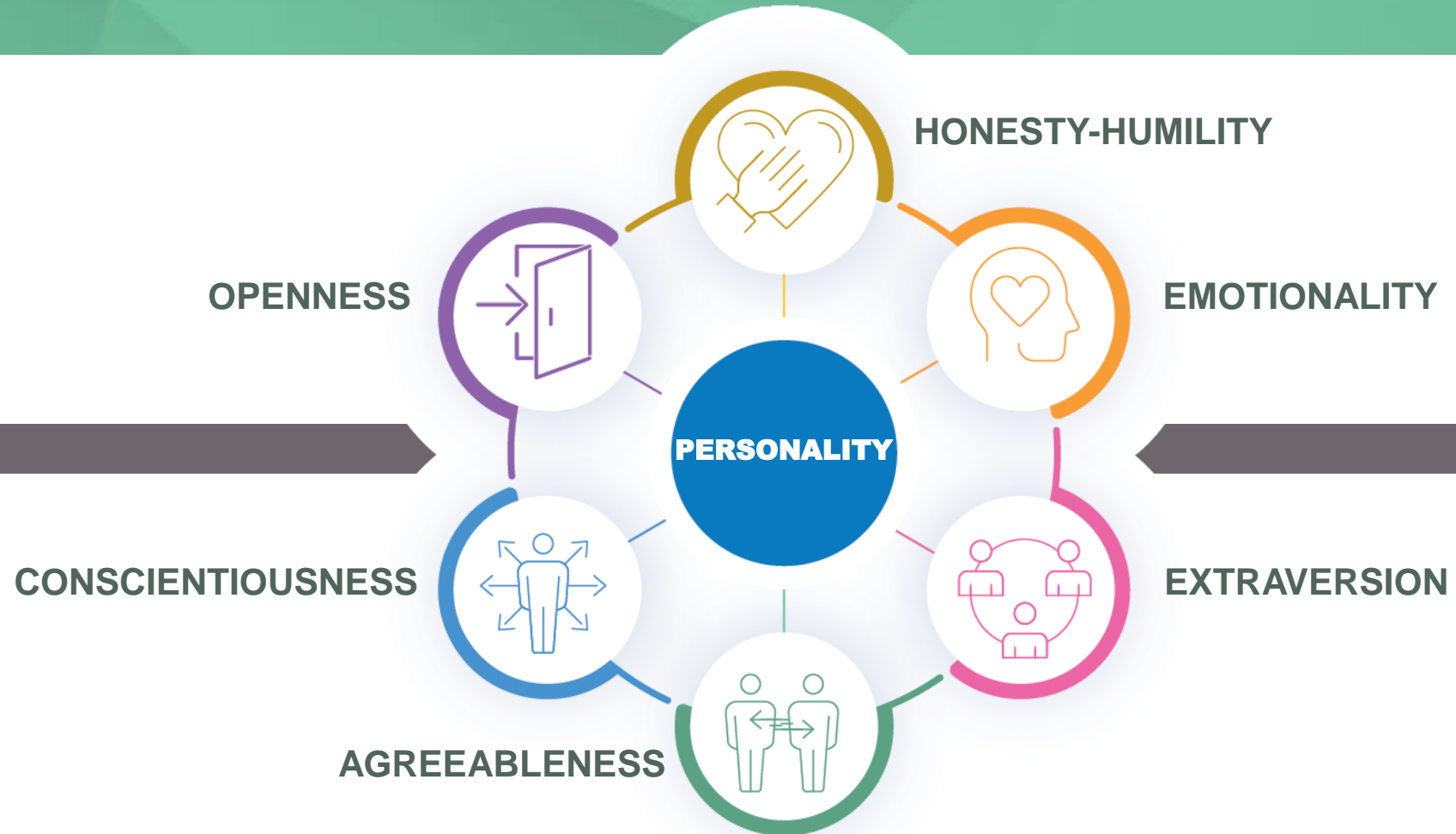
DiSC Assessment



Big Five Personality



HEXACO



Poll Question #1

With which of these **personality assessments** do you have experience? *(Select all that apply)*

- A. StrengthsFinders
- B. The Enneagram
- C. Myers-Briggs Type Indicator
- D. DiSC Assessment
- E. Big Five Personality
- F. HEXACO
- G. None



Poll Question #1 Results



Personality and Leadership

Personality traits **aren't correlated** with **effective leadership**.

Knowing one's personality can help inform one's **leadership style**.





Leadership Traits

They're an offshoot of personality traits.

They can be learned or cultivated over time.

Leadership traits alone don't guarantee success.

Reference the IMA Management Accounting Competency Framework to help identify leadership traits to cultivate.

Leadership Behaviors

Where **traits meet actions.**

Traits can inform what **behaviors a leader decides to deploy.**





Leadership, Intelligence, and Personality

Neither personality nor intelligence account for the variance between leadership styles.

Personality, however, is:

- **Three times** more powerful than intelligence in explaining who becomes a leader.
- **Two times** as powerful as intelligence in predicting leadership effectiveness.

Poll Question #2

What statement **surprises you the most?**

- A. Personality traits aren't correlated with effective leadership.
- B. Leadership traits alone don't guarantee success.
- C. Personality or leadership traits can inform what leadership behaviors a person deploys.
- D. Personality is stronger than intelligence when it comes to leadership.



Poll Question #2 Results



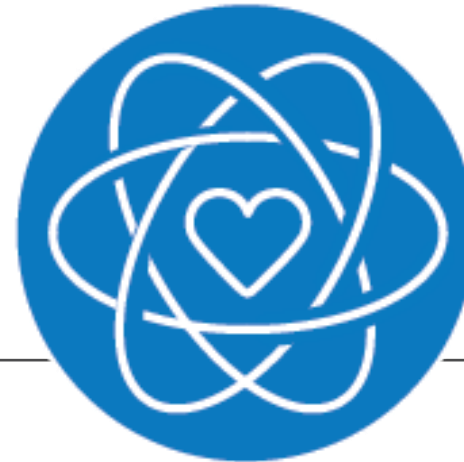
Clarifying Values and Goals



Values vs. Goals

Values are an internal compass of morals that give us direction in life.

Goals are the destination we reach and the sights we see along the way.



Core **values** are relatively stable.



Goals are ever-changing.

Example Core Values



- Health and well-being
(e.g., physical, emotional/psychological)
- Self-care
- Work
- Knowledge
- Spirituality
- Romantic relationships
- Friendships
- Family relationships including parenting
- Community
- Environment
- Leisure

Pair and Share

With your partner, **share one of the values** that you think might be a core value for you and why it's important to you.





Why Set Life Goals?

- ① Goals can **clarify** our behaviors.
- ② Goals **allow** for feedback.
- ③ Goal-setting can **promote** happiness.
- ④ Goals **encourage** us to use our strengths.

Tips for Setting Life Goals

- ① **Be realistic** but challenging.
- ② **Use** a positive approach to goals.
- ③ **Allow** failure, but don't let it stop you.
- ④ **Involve** others.

- ⑤ **Break** them down where possible.
- ⑥ The **reasons** for pursuing life goals are more important than the content of the goals.
- ⑦ **Connect** every goal to a "why."



BENEFITS



MAKES US
HAPPIER

MAKES US
HEALTHIER

MAKES US **CALMER**

BETTER **PERFORMANCE**

JOB **SATISFACTION**

Job Purposing

A way to adjust so that you make a **meaningful contribution to society** during the workweek.

Poll Question #3

Have you used core values to **create life goals**?

- A. I have core values but have not created life goals with them.
- B. I have life goals but have not verbalized my core values.
- C. I have core values that I have used to create life goals.
- D. I have neither core values nor life goals.



Poll Question #3 Results



Replenishing Mind and Body

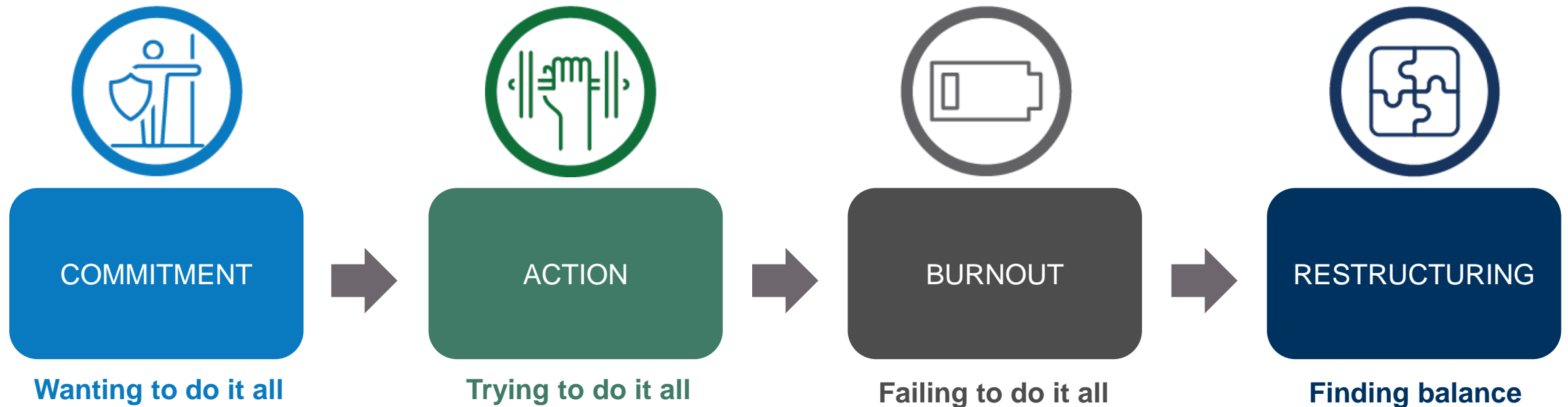


Superhuman Syndrome

A **psychological state** in which a person believes **no harm** can come to them or that they can **never fail**.



Four Phases of Superhuman Syndrome



Ways to Combat Superhuman Syndrome

- 1 Slow down.
- 2 Stop worrying about results.
- 3 Talk about it.
- 4 Focus on helping others improve.
- 5 Take some time for yourself.
- 6 Let someone else be the hero.



*Turn in your cape
and take off your tights.*



Setting Limits

- ① **Seek** help.
- ② **Conduct** an audit.
- ③ **Set** limits.
- ④ **Communicate** clearly.
- ⑤ **Delegate** more.
- ⑥ **Take** time to respond.
- ⑦ **Practice** saying no.
- ⑧ **Develop** a system.
- ⑨ **Create** structure.
- ⑩ **Prepare** for pushback.

Setting Limits in Three Areas



Physical Limits

- Shaking someone's hand rather than hugging them.
- Wearing headphones to signal that you're busy.
- Going for a solo break during lunch.
- Specifying how long someone can borrow an item from you.



Emotional Limits

- Not engaging in someone else's bad mood.
- Delegating work to others appropriately.
- Talking to your manager about how you prefer to receive feedback.
- Saying "no" to work that isn't your own and that you don't enjoy doing.



Mental Limits

- Establishing the set hours you work.
- Not talking about politics with colleagues at work.
- Using messages to alert others that you're focusing.
- Determining a day each week that you won't be available for meetings.

Poll Question #4

Which area of limitations do you find the **most challenging** to set?

- A. Physical
- B. Emotional
- C. Mental
- D. All of them are equally challenging.
- E. None of them are that challenging for me.

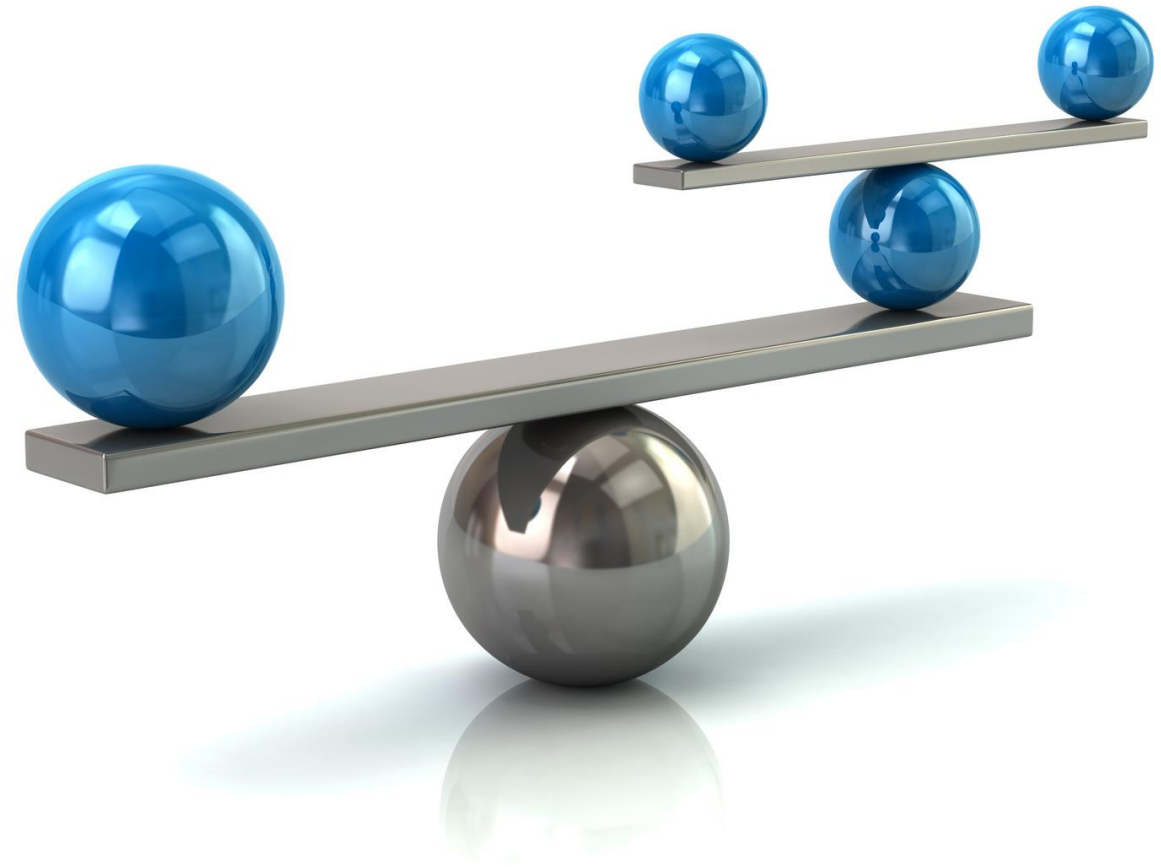


Poll Question #4 Results



Work-Life Balance

- 1 Be present at work.
- 2 Be present at home.
- 3 Never walk in the house on the phone.
- 4 Change clothes when you arrive home.
- 5 Share expectations with your manager, your team, and your family.
- 6 Be aware of your personal state of mind and change it if necessary.
- 7 Don't be afraid to unplug.
- 8 Accept that there is no "perfect" work-life balance.

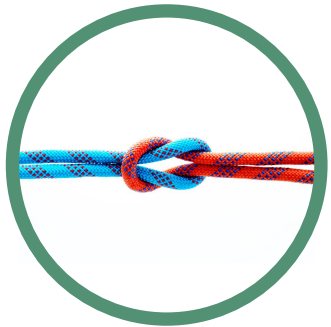




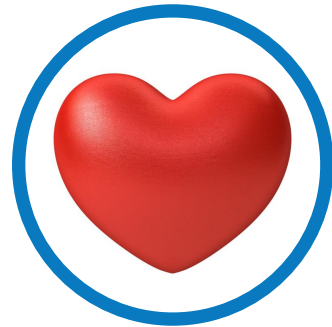
Be a Supportive Manager

- ① **Know** what your employees' goals are.
- ② **Set** a good example.
- ③ **Let** people know their options.
- ④ **Stay** at the forefront.

Sources of Energy



THE BODY
Physical Energy



THE EMOTIONS
Quality of Energy



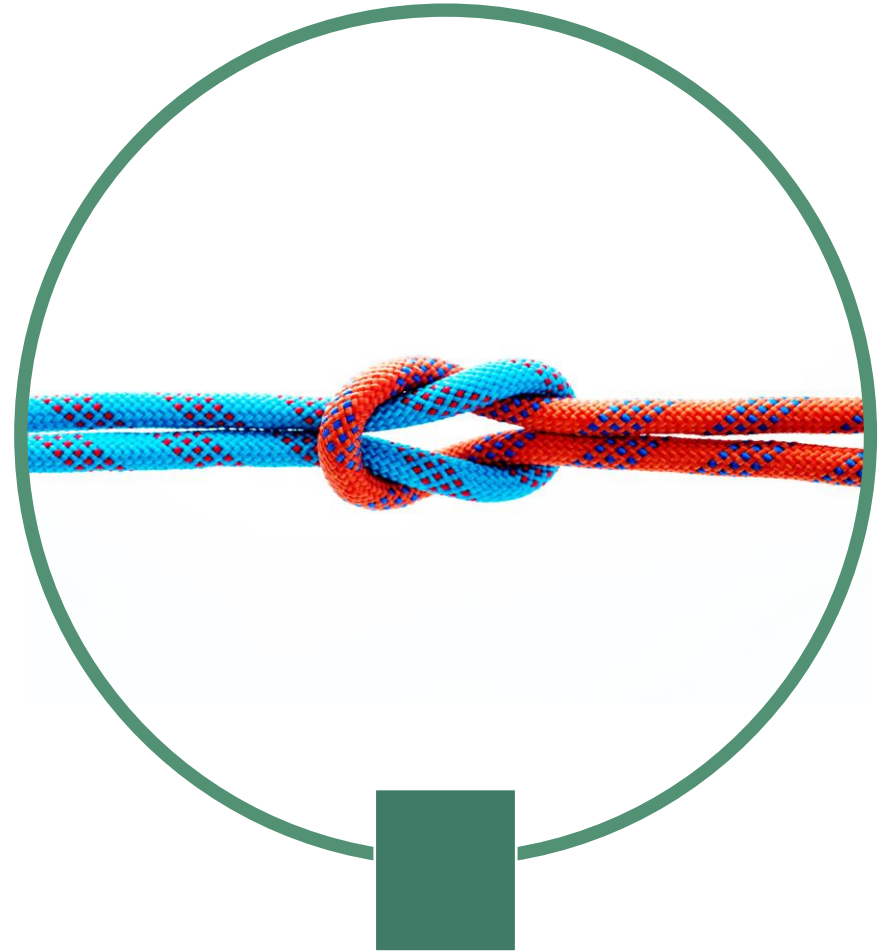
THE MIND
Focus of Energy

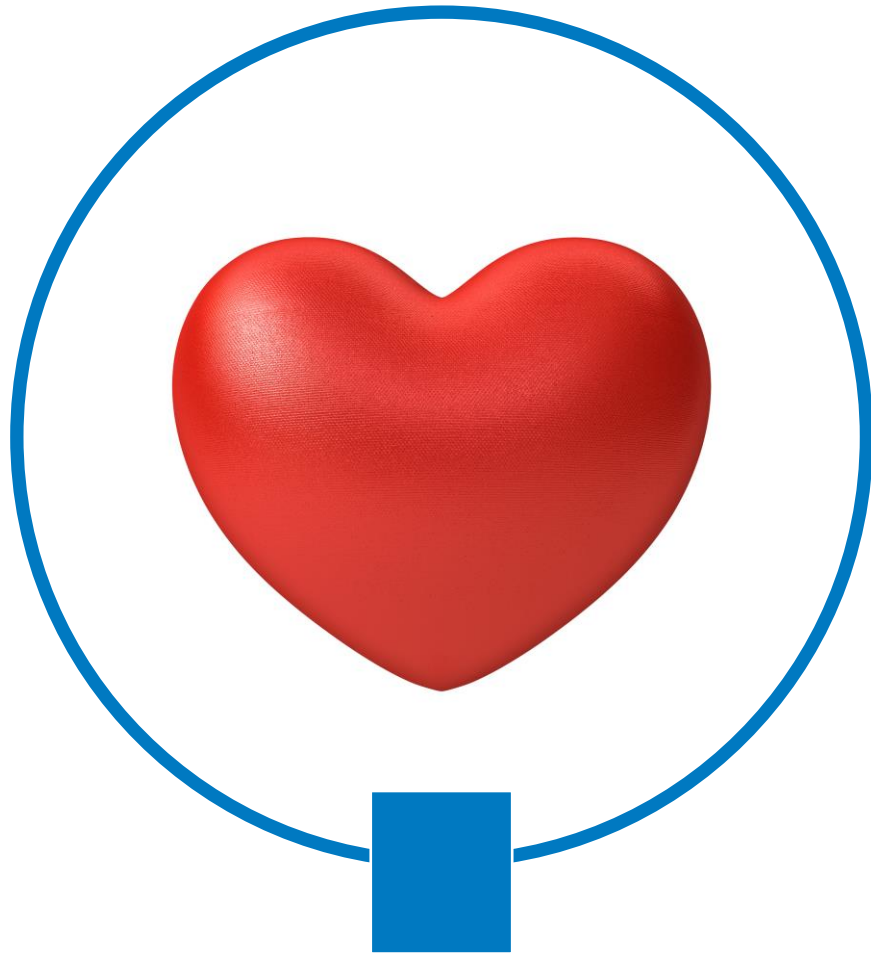


**THE HUMAN
SPIRIT**
Energy of
Meaning and Purpose

The Body: Physical Energy

- **Take** a health audit.
- **Identify** rituals for building and renewing physical energy.
- **Take** intermittent breaks for renewal.





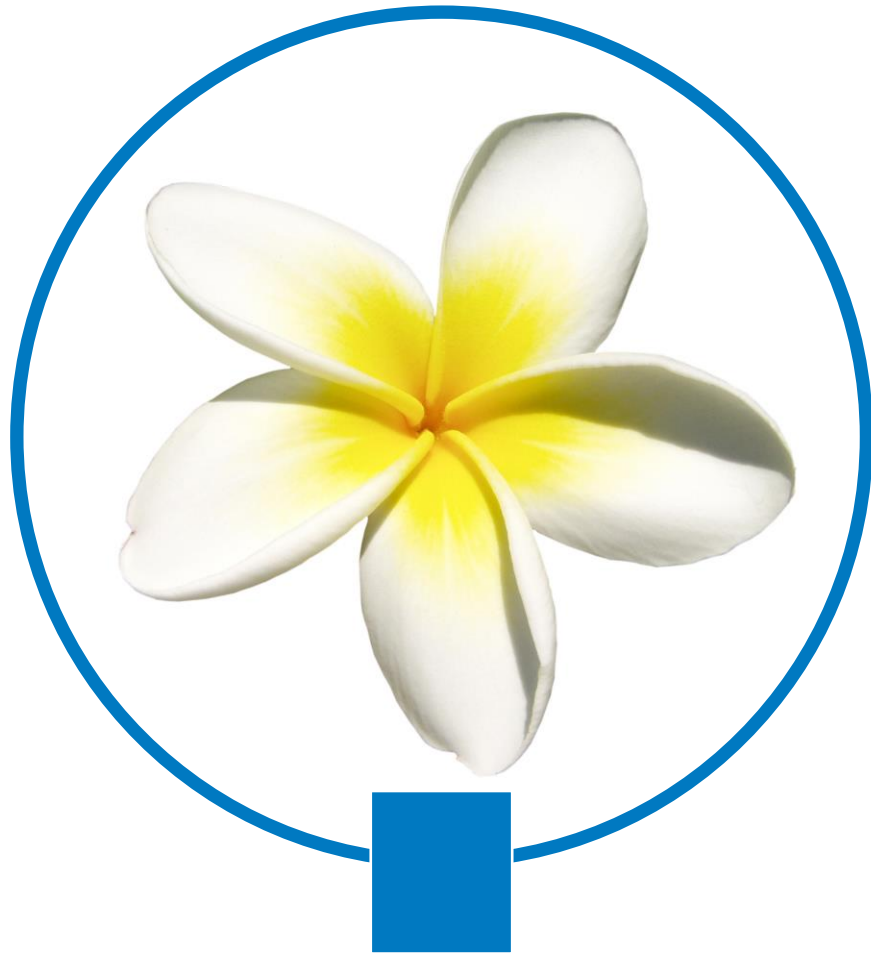
The Emotions: Quality of Energy

- **Take** an emotions audit.
- **Observe** the “buying time” ritual.
- **Express** appreciation to others.
- **Change** the stories you tell yourself.
 - **Reverse lens:** “What would the other person say and in what ways might that be true?”
 - **Long lens:** “How will I most likely view this situation in six months?”
 - **Wide lens:** “How can I grow and learn from this situation?”

The Mind: Focus of Energy

- **Create** rituals to reduce technological interruptions.
- **Focus** systematically on activities that have the most long-term leverage.





The Human Spirit: Energy of Meaning and Purpose

- **Discover** what you do best and what you enjoy most.
- **Devote** time and energy to what's important to you.
- **Practice** your core values in your everyday behavior.

Poll Question #5

Of the four **wellsprings of energy and well-being**, which one do you **most need to pay attention** to right now?

- A. Body
- B. Emotions
- C. Mind
- D. Spirit



Poll Question #5 Results



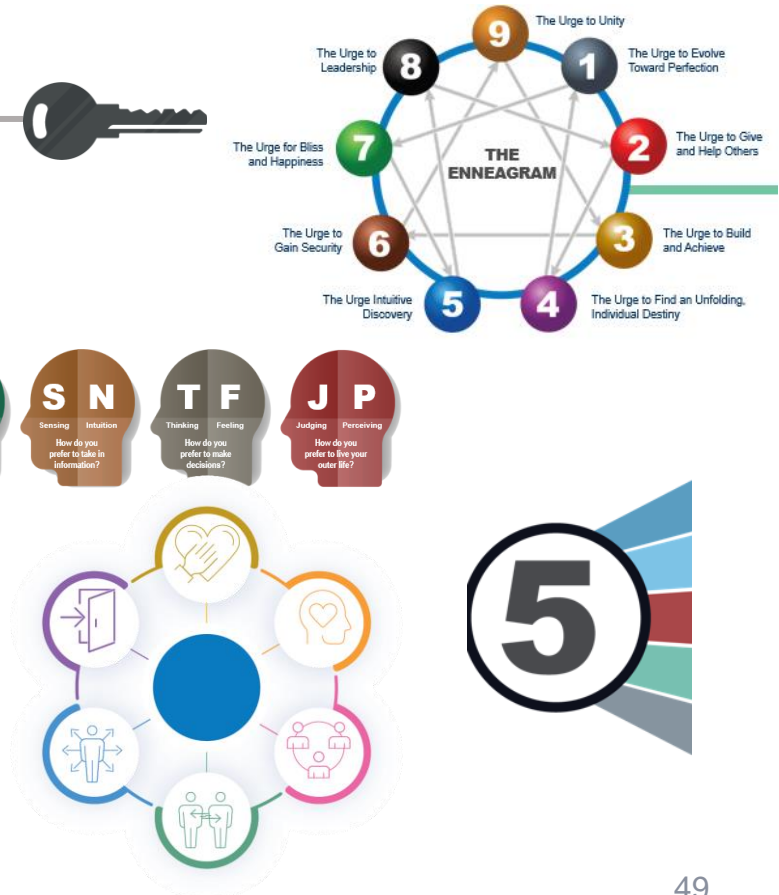
Close



Key Takeaways

PERSONALITY AND LEADERSHIP

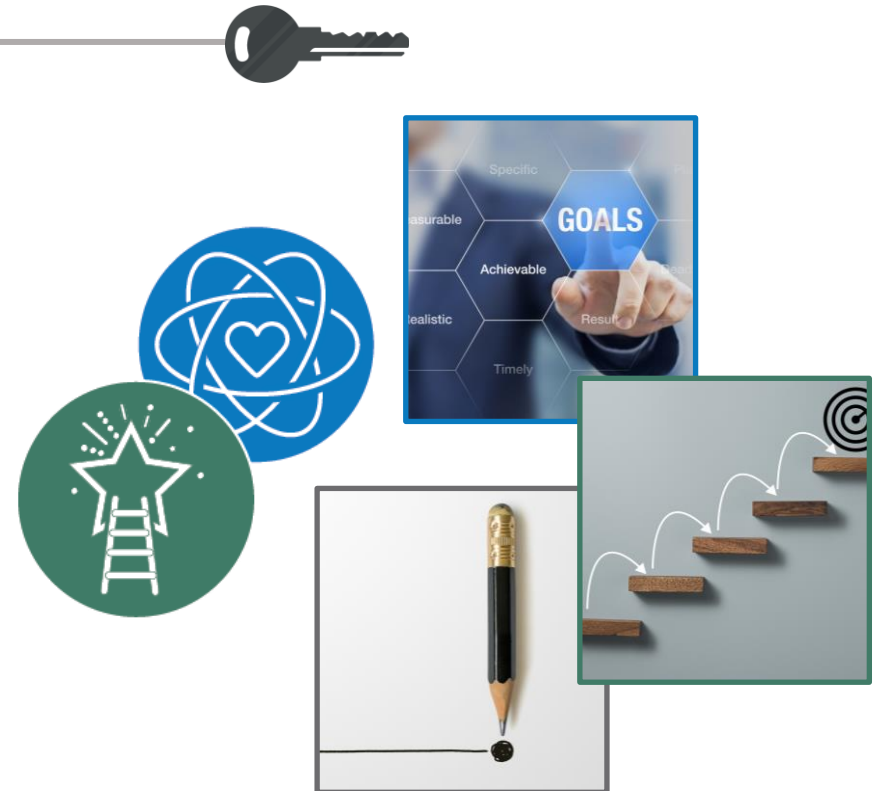
- **What is personality?**
- StrengthFinders • The Enneagram • Myers-Briggs Type Indicator • DiSC Assessment • Big Five Personality Model • HEXACO
- **Personality and leadership**
- Leadership traits, behaviors
- **Impacts of intelligence and personality on leadership**



Key Takeaways

CLARIFYING VALUES AND GOALS

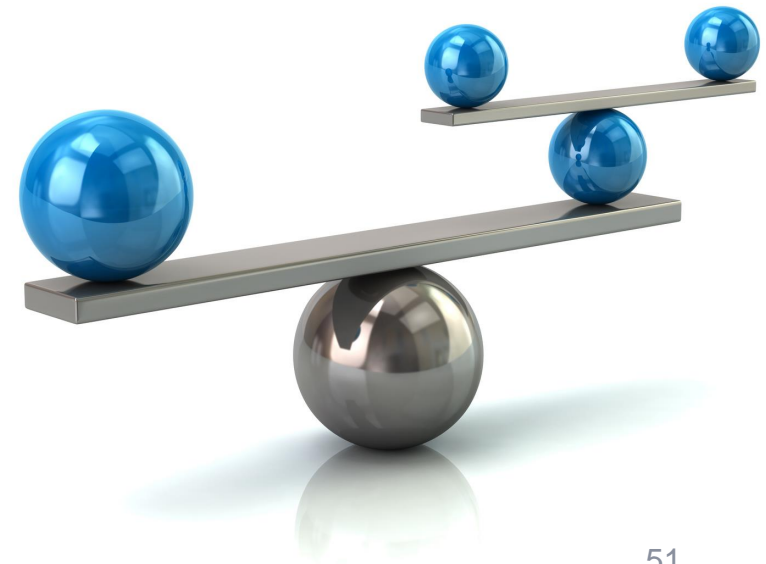
- Core values vs. life goals
- Why set life goals and tips
- Job purposing



Key Takeaways

REFRESHING MIND AND BODY

- Superhuman Syndrome
4 phases • How to combat
- Setting limits: physical, emotional, and mental
- Work-life balance
- Being a supportive manager
- Sources of energy: body, emotions, mind, spirit



Learning Objectives, *revisited*

NOW THAT THE SESSION IS COMPLETED, ATTENDEES ARE ABLE TO:



LIST examples of personality styles and how they are used.



IDENTIFY ways in which personality impacts leadership style.

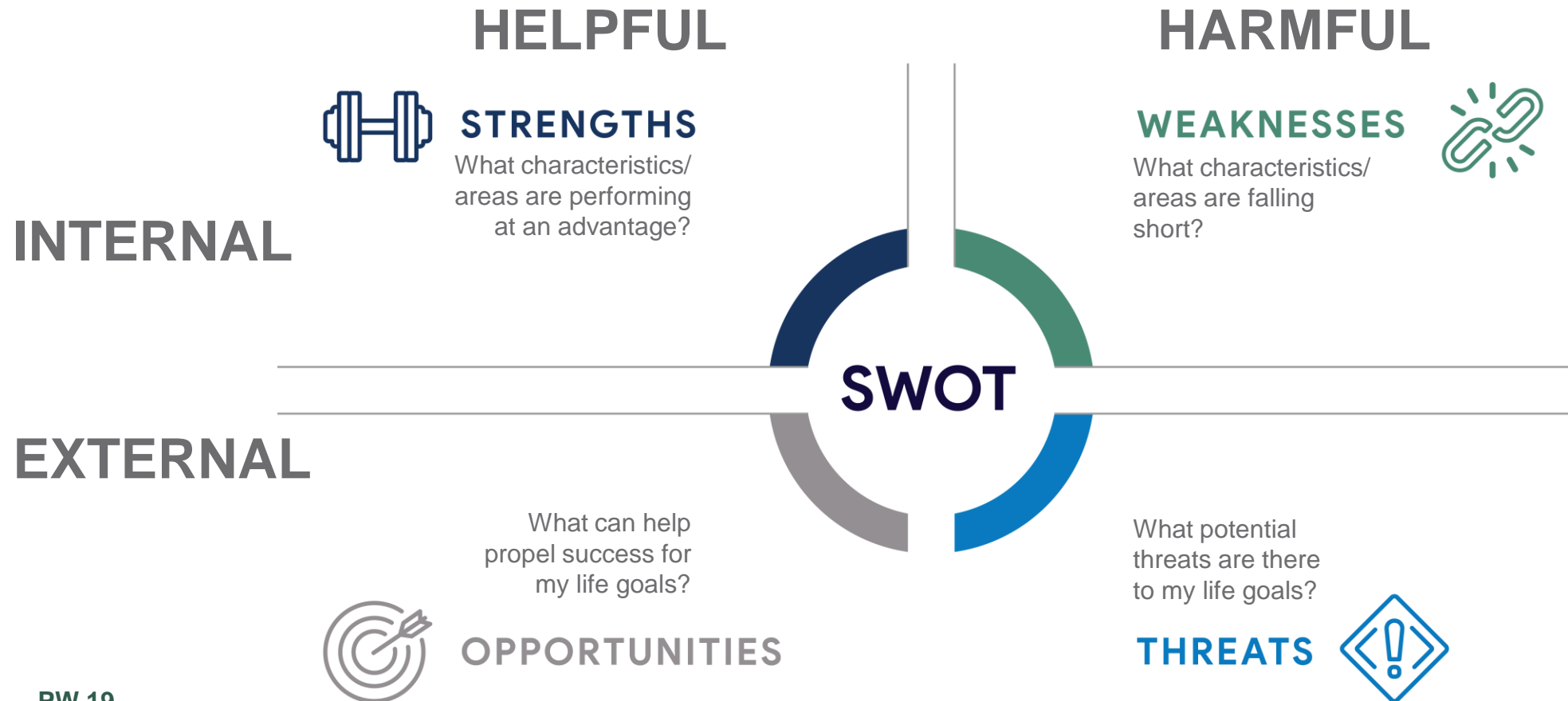


CLARIFY the goals and values that drive career and personal life.



DEVELOP strategies to replenish mental energy and physical stamina.

Personal SWOT Analysis



Questions and Answers

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Thank you!



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