

LEADERSHIP PROFILE

DR. MARK L. RICHARDSON

Summary

For a seminar in doctoral studies it was required to take three measurement tools that assessed each candidate's leadership approach. Although a complete analysis of my leadership style cannot be presented in this brief summary, the following are results from the *Conflict Styles Survey* by Dr. Norman Cachucha, published by Spiritual Growth Resources, the *Dimensions of Leadership Profile*® by Dr. Miriam E. Karnes and the *Biblical Personal Profile System*® both published by Inscape Publishing.

It should be remembered that these results are "pictures" of my leadership style at the time the surveys were taken. However, they remain generally accurate.

Conflict Styles Survey – “Collaborating”

The survey lists five main conflict styles: Collaborating, Accommodating, Avoiding, Competing, and Compromising. There were twelve different leadership situations given and five possible responses for each situation. The survey revealed that my conflict style preference is “Collaborating.”

***Dimensions of Leadership Profile*® – “Accomplishment”**

The profile revealed that I have a focus on accomplishment as a leader. It states: “Leaders with this emphasis concentrate on performance by making significant improvements, meeting real needs, and creating systems that can survive without them. They work on effectiveness and bringing competence where it's needed. They will change the system, if necessary, to succeed.”

“Leaders with this profile also work on enabling others to accomplish goals rather than focusing on the power of the leader to accomplish something. They accomplish results through others by organizing them into a team. Finally, they focus on helping people work together toward a common goal, often by reconciling conflicting interests and helping to heal divisions between people.”

***Biblical Personal Profile System*® – “Practitioner”**

The following is a summary quote from the profile on the leader as a Practitioner: “Practitioners have intensity for life. They strive for excellence, especially in their chosen field. They are competent, capable, self-disciplined people with high ambitions. Elijah, a Practitioner, constantly fought both the religious and secular systems of his day, striving to gain recognitions for the God of Israel.”

“Practitioners are amiable, but when they think something is not being done right, they can become caustic. They like things done the right way and create procedures to reach their goals. Like most Practitioners, Elijah was sensitive to criticism. He was also susceptible to depression.”