



CIRCULAR LEADERSHIP MASTERMIND TOPIC:- POWERTYPES AS LEADERS IN THE WORKPLACE

QUEEN AS A LEADER



- ◆ The most natural leader because her role is to be the head of her “realm” – which could be the team, department, project or organisation
- ◆ Leads from the front and operates at a big picture strategic level
- ◆ Creates the vision and mission of her organisation OR takes the vision/mission of the organisation and translates that into something which is relevant, specific and practical for her team
- ◆ Inspires people to follow her vision for where the business or team is headed and connects them with their sense of purpose in the pursuit of that
- ◆ Motivates the masses to get on board with her big ideas
- ◆ Cultivates strong loyalty in her people and a desire to develop and grow so they can better serve her.
- ◆ Has a cool head and warm heart. She cares for her people as a collective and will put in place frameworks to ensure they can grow and thrive (wellbeing packages; reasonable working hours)
- ◆ Brings order and structure – assesses operational systems and processes to make them more efficient
- ◆ Natural attention to detail and left-brain tasks – analysing spreadsheets, long term planning, setting budgets and targets. She keeps an eye on the big picture and doesn’t get bogged down in the detail/data
- ◆ Allocates work and delegates to others with the understanding that it’s essential that she has the space and freedom to fulfil her role and duties (it best to combine her with Mother when delegating 121 to bring more warmth and empathy)
- ◆ Comfortable making bold / tough decisions – deciding whether to pursue new/risky ventures, making budget cuts, implementing restructures / redundancies. She gathers enough information to allow her to make a call on it and is then ready to defend her decision AND adapt if needs be down the line
- ◆ Calm in a crisis and can pierce through any drama, fear or confusion that people are experiencing with insight and clarity that is grounding and reassuring for others



- ◆ Handles difficult personalities with grace and responds from a serene place without taking things personally, and can gently but firmly pull people who are being unreasonable back into line
- ◆ Sets boundaries with ease and ensures that she remains strategic in her choices and isn't pulled into doing work that doesn't align with her vision or serve her purpose

Things to be aware of with Queen:

- ◆ Team members are so driven to be of service to her that they overlook their own wellbeing and developmental needs
- ◆ Her cool-headed approach can be perceived as being detached and uncaring for someone who needs a compassionate personal touch
- ◆ Because she prefers to delegate rather than doing the work herself, some may feel that she sees herself as above them and can't relate to their experience (which may reflect their own limiting beliefs but can still tip into resentment)

WARRIORESS AS A LEADER



- ◆ Queen's second in command – she takes the Queen's vision and implements it to bring it to fruition
- ◆ Rolls her sleeves up and gets stuck in to get things done
- ◆ Leads by example, sets the standard and shows others the way – bringing them along with her enthusiasm. Very helpful if the team are demotivated or unsure how to proceed on a particular project
- ◆ Contagious energy and passion that fuels other people, so if team are feeling flat and tired, she can galvanise them back into action
- ◆ Playful energy counterbalances the intensity of her drive. She brings levity and fun which is needed when things feel hard, people are working long hours or a project is dragging on
- ◆ Champion and advocate for any cause that she believes in and is brilliant at enrolling others in her plans. She can spearhead change in her organisation / sector or birth new philanthropic projects
- ◆ Defends boundaries set by the Queen if anyone is crossing them and is quick defend and protect her team / mentees if they are being mistreated



- ◆ Focuses on setting shorter term goals – daily, weekly, monthly planning; and prioritising tasks (informed by Queens’s vision, strategy and longer-term plans)
- ◆ Highly productive and powers through her workload efficiently . She’s excellent at keeping up momentum, seeing projects through to completion and combatting overwhelm
- ◆ Decisive and trusts her instincts to guide her, so she can act quickly without getting stuck in analysis paralysis

Things to be aware of with Warrioreess:

- ◆ She can be so driven and in action orientated that she forgets to enjoy the journey and burns herself out in the process
- ◆ Her pace is hard for others to keep up with and so her team can become exhausted and can also burn out
- ◆ Set can set an impossibly high standard for others to match, which over time can lead to them feeling demotivated and disengaged
- ◆ She can come across as intense and zealous which can be intimidating or alienating for others (especially in a very traditional sector/ work culture or for introverts who may find her too much)
- ◆ She has the most masculine energy so if we stay in her too long, we risk sliding out of spot power and tipping into superwoman and adopting alpha traits

MOTHER AS A LEADER



- ◆ Caring, nurturing and unconditionally caring so she’s perfect for any 121 conversations with team members, mentees, or colleagues, especially if they need support or there are performance issues
- ◆ Leads from behind – she is in the background putting the focus on her team members ensuring they do the work that will help them grow and that they get the credit for it.
- ◆ Has that personal touch that makes people feel valued and cared for
- ◆ Motivates individuals to believe in themselves particularly when that feels hard
- ◆ Listens patiently and adopts a coaching style to bring the best out in the people she manages
- ◆ Gives people the gift of feeling like they can be themselves and are fully accepted for who they are, which helps them to be authentic and thrive



- ◆ Mindful of each person's wellbeing, ensuring they take care of their needs and don't over-work or over-extend themselves
- ◆ Excellent at creating a diverse and highly functioning team as she sees people's talents / strengths and places them in the right role to be able to leverage that
- ◆ Navigates conflict between individuals in a fair, compassionate and robust way
- ◆ Holds a safe, warm and reassuring space for people to confide in – especially if personal problems are impacting their work - and helps them find resources to be able to cope
- ◆ Dishes out tough love when needed if someone is underperforming because she knows it's for their good. She'll push them out of their comfort zone so they can grow, even if they resist it, she will hold firm because it's for their best

Things to be aware of with Mother:

- ◆ Goes the extra mile to make sure her team are ok, and is willing to compromise on her own needs and priorities i.e. by holding on to work instead of delegating because she doesn't want to overload her team even when it mean she overloads herself
- ◆ Can develop co-dependent relationships with team members or mentees who want her to look after them - which makes her feel good BUT disempowers them in the process and thwarts their long-term development
- ◆ Conversely, she might hold back her own career development by not going for a better role due to too much loyalty towards her team - because she doesn't want to abandon her "children"
- ◆ Harder for her to establish authority and get tough when needed because so much of her identity is associated with being nice and having close relationships
- ◆ Can easily become depleted because she is putting the needs of others before her own or she might try and rescue others and take on too much herself

LOVER AS A LEADER



- ◆ The less obvious leader but forms an important component of leadership because leading others starts with being able to lead ourselves
- ◆ Leads by example in terms of self-care, self-belief and self-appreciation because she has a strong positive relationship with herself. She's act as an important role model of this for those that she works with – she walks her talk



- ◆ Believes that self-care is inextricably linked with her abilities to lead. So she takes care of her core wellbeing needs to ensure she has the energy and resilience to be able to lead particularly during challenging times
- ◆ Antidote to overwhelm, stressed, illness
- ◆ Appreciates her worth, talents and gifts and knows she deserves her position which leaves little room for imposter syndrome
- ◆ Team gets to see that being a leader doesn't have to mean huge compromise and sacrifice and so they feel encouraged that pursuing a career path to more senior levels is workable for them
- ◆ Extra secret sauce that can be added to the other PowerTypes to make them more enigmatic and magnetic. When communicating with others she softens the blunter edges of the Queen or Warriress
- ◆ Masterful at sales, pitches, presentations and influencing others because her enthusiasm and delight is infectious. She speaks with emotion and in a wonderful descriptive way that it is captivating and enticing for others
- ◆ Naturally magnetic and people are drawn in by her general energy of warmth, wonder and delight. If people are undecided about committing to something (a new project, appointing you for work), the lover energy can tip them over to a yes because they want to work with her
- ◆ Revels in cultivating close connections with those she works with and is devoted to the relationships that are important to her
- ◆ Her undivided attention and generous compliments make people feel special, so clients and team members are very loyal to her. Naturally good at customer service
- ◆ If a team member has low morale or feeling deflated, she will shower them with appreciation and get them reconnected with their self-belief
- ◆ Very connected to her senses and loves creating beauty and incredible experiences so should be harnessed in any creative activity. Producing an advertising campaign, event/party, branding or design work (warriress then takes care of the timing and project planning)

Things to be aware of with Lover:

- ◆ People become "addicted" to her and don't want to leave the team which isn't always best for their career development
- ◆ She can activate other people's pleaser tendencies, so they say and do things to make her happy rather than tell her the truth or set their own boundaries
- ◆ She may get too absorbed with the immediate pleasurable experience of the moment and lose sight of the bigger picture or timings



- ◆ In a professional relationship the positive feeling of connection overrides the practical need to be compensated adequately for her efforts. She might do lots of things for free or beyond her remit because she's happy with the attention she's receiving or how good it feels
- ◆ Exceeds budgets because she loves being a bit "extra" – she'll pay for the most expensive designer on a project because it looks pretty; will lavish staff with lots of bottles of champagne at the office party!

SORCERESS AS A LEADER



- ◆ Not an immediately obvious leader but she is a powerful leadership resource because of her incredible wisdom, natural gifts, ability to innovate / transform and achieve and manifest things that seems like miracles to others
- ◆ Leads through inspiring people's faith and trust and providing invaluable insights
- ◆ Strong faith that she's supported by life which is always guiding her in the right direction
- ◆ Self-assured because of her natural talents and connection to her inner wisdom. She's comfortable not having all the relevant knowledge and answers because inspiration will come to her when she needs it
- ◆ Genesis for any long-term vision – she brings the first whispers of inspiration through to the Queen (who then formulates it into a more concrete vision). She will tune into ideas for where she ultimately wants to be in her life and career or to come up with an idea for a new product, service or programme
- ◆ Comfortable moving forward without clarity on how to actually realise what she intends to achieve because she believes it will work out and the path will reveal itself as she proceeds step by step
- ◆ Navigates the ups and downs of her work and career with ease. Doesn't take things personally or feel overly disappointed when things don't go to plan or she experiences rejection – i.e. not winning a big client, being turned down for a grant or not securing approval of a decision maker. Setbacks don't phase her because trusts that ultimately whatever has happened will turn out to be for the best
- ◆ Discerning and can sense whether an opportunity is the right one to follow or not. When struggling to decide between two equally good options and she will get a felt sense of which one to choose
- ◆ Innovative creativity that allows her to discover new ways to do things, invent things that has never been done before and come up with out of the box / blue sky ideas.



She's comfortable heading up big transformational initiatives where there is a lot of uncertainty around outcomes or the way forward

- ◆ Uncovers solutions to seemingly impossible situations – i.e. finding a way through a deal negotiation that has reached an impasse; or getting inspiration when not sure how to coach a team member through a problem
- ◆ Operates from a state of flow even with a big workload or tight deadlines without any hustle. Things feel easy because she understands that realising her outcomes isn't all down to her - unseen forces are helping her along the way. Therefore she's comfortable taking breaks and letting go of control

Things to be aware of:

- ◆ She's a huge boon to the team and business but because so much of what she does comes from a gut sense rather than a cerebral knowing –it's challenging to train and develop her team because there is no formula or strategy for HOW she does things that she's consciously aware of. (Harnesses Queen can help to decode this into a process)
- ◆ This makes her hard to replace - which can slow down career progression because her managers don't want to lose her or because it would take 2 - 3 people to do what she does. (training others to access their Sorceress to help them tap into their own innovative thinking)
- ◆ When overly reliant on sorceress then there's risk of being too much in the flow and allowing things to unfold rather than being in action to get things done or doing the strategic planning to realise tangible results