

Women and the Leadership Q: Revealing the Four Paths to Influence and Power

Shoya Zichy

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Match Your Personality to Successful Leaders and
Learn How Their Strategies Can Work for You


WOMEN AND THE LEADERSHIP Q

THE BREAKTHROUGH
SYSTEM FOR ACHIEVING
POWER &
INFLUENCE

FEATURING

- The Leadership Q Diagnostic Test
- Profiles of successful women from the worlds of finance, politics, management, and more
- Skill building exercises

SHOYA ZICHY

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Shoya Zichy : Women and the Leadership Q: Revealing the Four Paths to Influence and Power before purchasing it in order to gage whether or not it would be worth my time, and all praised Women and the Leadership Q: Revealing the Four Paths to Influence and Power:

0 of 0 people found the following review helpful. Five Stars
By Ana Maria Mouronho de Almeida
Very Interesting and useful. Thank you
0 of 0 people found the following review helpful. Attention - The Leadership Q is not just for Women!
By Christopher Rodriguez
As an internal consultant and leadership coach, I have often shared this book with leaders and leadership teams (at all levels). The profiles in the book are engaging and the development exercises are pragmatic. They are relevant for both men and women. Zichy uses Myers-Briggs Type Indicator (MBTI) as the book's primary frame of reference. The essence of MBTI theory boils down to basic differences in the ways individuals prefer to use their perception and judgment. Perception involves all the ways of becoming aware of things, people, happenings, or ideas. Judgment involves all the ways of coming to conclusions about what has been perceived. If people differ systematically in what they perceive and in how they reach conclusions, then it is only reasonable for them to differ correspondingly in their interests, reactions, values, motivations, and skills. Zichy depicts 8 distinct leadership styles. As you journey through the book and read about the various leadership "neighborhoods", you will learn more about your own personal leadership style, optimal and least preferred working environment, approach to change, contributions to a team, decision-making style, potential blind spots, as well as, the strengths and differences of the other 7 styles.
0 of 0 people found the following review helpful. Seeing the strengths in others' styles, altering one's one - everyone wins
By piste-grrl
I read this after Career Match. Both are spot on and really opened my eyes to why I was so miserable at my last job. It nailed where I shine as well. Then it gives a few tangible exercises at the end of each 'type' on how to start seeing the ways other types would struggle with that style. A useful lesson in looking at one's weaker points and building some muscle around them to meet others partway (or more) in effective communication.

Using Leadership Q
mdash;a 38-item, self-scoring, gender-neutral test, developed by Shoya Zichy and based upon the work of Carl Jung
mdash; women can identify which of the four profile groups best matches their leadership personalities and then goes on to explore which of the eight subsets, or specific leadership styles, applies to them. Women and the Leadership Q includes exercises that help readers further refine their own styles, build upon their strengths, and minimize their weaknesses. In addition, interviews and profiles of more than thirty-eight internationally well-known women illustrate the different groups and their leadership styles. Profiles include: Hillary Rodham Clinton, Governor Christie Whitman, Diane Sawyer, Dr. Nancy Snyderman, Lt. Governor Kathleen Kennedy Townsend, Wendy Wasserstein, Senator Kay Bailey Hutchison, and Alexandra Lebenthal.

From Publishers Weekly
The Leadership Questionnaire designed by Zichy assesses a woman's management style, based in part on the results of psychological tests, including Myers-Briggs. Typical questions include whether one meets deadlines easily, likes scheduling and likes to meet people. Using her questionnaire, Zichy examined a number of accomplished women to see whether they share any similar attributes. Among the qualities they have in common are focused intellectual energy, optimism in the face of setbacks and the belief that learning is an ongoing process. Yet even with these shared traits, several types of leadership styles emerged. To help readers understand them, Zichy profiles more than 30 of the women she interviewed, presenting biographical information, a description of their style and some of their own commentary about their accomplishments. (Among the women who appear here are Linda Chavez-Thompson, executive v-p of the AFL-CIO; journalist Diane Sawyer; playwright Wendy Wasserstein; and Alexandra Lebenthal, president of Lebenthal Company.) Although Zichy's intent is to educate women so they can better use their leadership personality and advance on the job, the book's strength is in its engaging profiles; the psychological assessments are often cumbersome and offer fewer insights than the women's own analyses of their behavior. (Sept.) Copyright 2000 Reed Business Information, Inc.
From Booklist
"Leadership skills can be learned and developed," states Zichy in her well-organized book on leadership. She showcases many natural styles through interviews of 36 women, mostly Americans (ages 38 to 80), who have distinguished themselves in their fields. Using the Myers-Briggs type of indicator as a frame of reference, the author presents a model to maximize natural leadership talent. Although it can apply to men, too, the author focuses on women and offers a roadmap for each reader to understand her own style and to recognize the complementary qualities in others. The book includes a self-scoring leadership questionnaire; presents four common leadership personalities with their leadership styles; and offers ideas on how to overcome blind spots that everyone has. The author's formula for future success begins with self-knowledge and management, which leads to confidence and accomplishment, which leads to self-esteem and leadership. Although some people may not agree with all of Zichy's theories, this is a thought-provoking view of leadership. Mary Whaley
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Although Zichy's intent is to educate women so they can better use their leadership personality and advance on the job, the book's strength is in its engaging profiles. (Publisher's Weekly 2000-08-21)