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

Interesting & Insightful

Using Leadership Q—a 38-item, self-scoring, gender-neutral test, developed by Shoya Zichy and based upon the work of Carl Jung -- 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.

Features:
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My Personal Review:
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.

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