

Recognizing YOUR Entrepreneurial Leadership Style

*Unlocking the Power of Women Entrepreneurs*

# FEMININE CAPITAL



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## Entrepreneurial Identity

### Step 1: How do you describe yourself as an entrepreneur?

Using the following table, write down five attributes that describe you as an entrepreneur. If you have not founded an enterprise, reflect on your leadership behaviour. For each attribute, write a statement that describes what you *do* as a leader, behaviours that demonstrate these attributes *in practice*. If you need assistance, refer to the Alphabet of Entrepreneurial Leadership Attributes presented on the back of the learning aid.

Attributes	Statements that describe my entrepreneurial leadership
1.	
2.	
3.	
4.	
5.	

**Step 2:** Now, complete the assessment tool on the following page. Indicate the degree to which the statements describe you and your own business practices.

**Step 3:** Tabulate your score, as indicated on page three. Share these assessments with a trusted colleague or group, individuals who fall outside of the comfortable circle of family and friends. Explain your rationale for the scoring of each statement. Ask for their feedback and observations of you, as an entrepreneur and a leader. The discussion will help you gain a deeper understanding your entrepreneurial leadership style.

**Step 4:** Reflect on your scores and on your conversation with colleagues. Compare these scores to the five characteristics above, your self-assessment. What are the similarities and differences? Where is the gap? How would you best describe your leadership style?

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## Entrepreneurial Leadership

Respond to the following statements. If you are not sure how to answer, make a choice based on a typical response or feeling. Score responses. Having completed this exercise, tabulate your results.

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neither</i>	<i>Agree</i>	<i>Strongly Agree</i>
	1	2	3	4	5
1. I achieve results through others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I motivate people to step over boundaries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My career is about building relationships and connections.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I try to be inclusive and collaborate at all levels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I will not commit to anything that I cannot deliver.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I am motivated by helping others and contributing to social good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Leadership is demonstrated by what I give back.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I am high energy, I exhaust my friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I learn from problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I look for something to change or improve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I take an idea and see it through to completion (e.g., commercialize ideas).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I don't take no for an answer, I just keep going.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. I have a strategy and articulate it clearly to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I inspire others to pursue my vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I adhere to my values in negotiations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I am passionate about my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I am opportunistic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I am not foolish or reckless. I figure things out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I demonstrate flexibility in my interactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I tolerate differences and treat all with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## Scoring

Total your scores to determine YOUR dominant entrepreneurial leadership style.

Leadership dimensions	Statement number	Total score
Participative	1, 2	
Collaborative/relational	3, 4	
Ethic of care	6, 7	
Change agent	9, 10	
Passionate	8, 16	
Determined	11, 12	
Flexible	19, 20	
Calculated risk-taker	17, 18	
Visionary	13, 14	
Integrity	5, 15	

**Identify your highest scores.** These represent the leadership behaviors that are more “dominant” – that is, you are naturally stronger in these areas and are more inclined to approach entrepreneurship and business interactions in this manner. If you score highly on *all* of the statements, your profile is similar to the women entrepreneurs who we surveyed. These attributes reflect the multi-dimensional nature of feminine leadership!

Having completed these steps, read Chapter 2 in *Feminine Capital. Unlocking the Power of Women Entrepreneurs* to learn more about how entrepreneurial identity can impact enterprise performance.

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## Alphabet of Entrepreneurial Attributes

Below is a list of attributes entrepreneurs use to describe themselves as leaders. Use them to build an inventory of YOUR entrepreneurial leadership style.

Assertive	Focused	Persistent
Ambitious	Friendly	Persuasive
Analytical	Generous	Positive
Appreciative	Goal oriented	Problem solver
Assertive	Gutsy	Reflective
Bold	Hardworking	Reliable
Committed	Hands off	Respectful
Communicator	Helpful	Self-reliant
Competitive	Independent	Self-sufficient
Connector	Inclusive	Sense of humour
Considerate	Kind	Stand behind commitment
Creative	Logical	Strategic
Curious	Loyal	Strong headed
Determined	Mentoring	Supportive
Direct	Nurturing	Tolerant
Dreamer	Optimistic	Tenacious
Driven	Open-minded	True to my beliefs
Encouraging	Passionate	Understanding
Energetic	Patient	Well informed
Flexible	Perseverance	Willing to take risks

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