



FEDERATION FOR CHILDREN
WITH SPECIAL NEEDS

The Leadership Compass – Understanding your “Style”

INFORMING, EDUCATING, EMPOWERING FAMILIES

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What is the Leadership Compass?

This activity allows group members to better understand their preferences and styles as they interact in a group setting, as well as understanding the preferences of others in their group.



Increased understanding will help people approach group work more effectively.

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Goals of the Compass Activity

1. Recognize and mobilize all the assets of the individuals in your group.
2. Strive to continuously listen, learn and improve.
3. Give members of your group the confidence to take action for the greater good.
4. Engage diverse community members to work effectively together.

Thanks to *Everyone Leads: Building Leadership From the Community Up*, by Paul Schmitz

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Assessing your Strengths

The Leadership Compass Self-Assessment Activity has several ways to participate:

1. Take a test to identify your style using descriptive words:
http://ilt-maese.weebly.com/uploads/1/0/9/8/109874920/compass_points_activity_-_cce.pdf
2. Check off statements to assess your style:
<https://evans.uw.edu/wp-content/uploads/files/public/Leadership-compass-self-assessment.pdf>
3. Use the summary chart to define your style:
https://www.nsrharmony.org/wp-content/uploads/2017/10/CompassPoints-N_0.pdf

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Your Direction – What does it mean?

NORTH - Action

- You are the "let's go" type of person
- You like to get moving on a task as quickly as possible
- You are quick to act
- You are decisive, active and assertive

SOUTH - Empathy

- You are people oriented
- You include everyone before making a decision
- You take everyone's feeling into account before making changes
- You want to make sure everyone on the team feels supported and valued

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Your Direction – What does it mean?

EAST - Vision

- You are the "big picture" person
- You are a creative thinker and very idea-oriented
- You make decisions based on looking towards the future


WEST - Analytical

- You are the nuts, bolts, and details person
- You want to know the who, what, when, where and why before acting
- You follow procedures and guidelines
- You are practical and thorough

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The COMPASS Chart

<p>WEST Analytical Practical planner Procedures/guidelines</p>		<p>EAST Vision Sees big picture Creative thinker</p>
<p>NORTH Action Assertive/decisive Quick to act</p>		
<p>SOUTH Empathy Supportive Value relationships</p>		

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Do you have a Dominant Style?

The results of your self assessment may be definitive – representing a dominant style – pointing your compass to the North, South, East or West

OR

Your self-assessment may have equal results in two compass directions and showing that you have a blend of styles, pointing North West or South East for example.

Most of us have all parts of the compass within – the challenge is to grow your compass directions!

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Find your Compass Point Partners

After everyone has completed the self-assessment, we ask all group members to join one of the four main compass points (N/S/E/W) to further define what they can bring to a group environment. Each compass point group will answer the questions below and then share back to the group for further discussion.

1. What are two strengths of your style?
2. What are two challenges of your style?
3. What is one thing that people should know about your style?
4. What style is the most challenging for you to work with?

Teamwork requires an awareness of other people’s leadership styles. How will you honor everyone’s leadership style in a meaningful way?

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THANK YOU

Questions? – masspac@fcsn.org

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