



Crossroads Counseling of Chicago

Personal Leadership Development &
Partner Abuse Intervention

The Four Building Blocks of Leadership

I use products from CPP in conjunction with my work. They are the distributors for the [Meyers-Briggs Type Indicator](#) and the [Strong Interest Inventory](#) among other scientific assessment instruments. Also on their website is a white paper entitled [Developing Great Leaders](#). Within the paper is a reference to The Four Building Blocks of Great Leadership. I quote their paper below:

“Great leaders are skilled in four building blocks of leadership. These building blocks serve as the foundation for leadership assessment, coaching, and development.

The Four Building Blocks of Great Leadership	
Building Block	Definition
Vision	Has a vision of what is important for future direction, communicates this with urgency in meaningful ways, and can persuade others to align their efforts to drive for results. Is assertive and self-confident in working with others, and takes the initiative in getting things done. Can gauge and vary authority and impact on others.
Interpersonal Style	Shows an appropriate level of comfort with others, and builds lasting relationships and connections. Is socially perceptive, modeling consideration and tact, while maintaining a focus on tasks at hand. Can objectively give and receive candid performance feedback. Is comfortable with managing conflict and differences of opinion.
Communication	Is skilled in sending and receiving/interpreting verbal, nonverbal, and written messages. Uses appropriate grammar and vocabulary, as well as eye contact, gestures, and inflection. Shows comfort and poise in presenting ideas to (large) groups, and can readily respond to ideas and questions.
Problem Solving / Decision Making	Uses analytical, fact-based, logical, and impartial methods to decide what needs to be done. Balances this deductive approach with the use of speculation and intuition to recognize information gaps in forming judgments and opinions. Is curious and broad minded, and uses inference and intuition to solve complex business problems. Links short-term planning with strategic thinking to anticipate future consequences of current tactics.

The building blocks of great leadership must be considered against the backdrop of business performance objectives. Managers and leaders must be results driven, and their efforts and priorities must be devoted to the development of leadership, interpersonal, communication, and problem solving skills as applied to the needs of their specific business situation.”



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What struck me about this is that, while their orientation is on business, these concepts can also be applied to the business of one's life. With further thought, these ideas can be remapped into a Neo-Jungian archetypal context.

The Four Building Blocks of Personal Leadership		
Archetype	Building Block	Characteristic
King / Queen	Vision & Stewardship	<ul style="list-style-type: none"> • Carries a vision of what is possible • Imparts the vision persuasively and inspiringly • Inspires confidence and trust • Sees and blesses all in the realm
Warrior	Decisions & Productivity	<ul style="list-style-type: none"> • Uses analytical, fact-based, logical, and impartial methods to decide what needs to be done. • Is socially perceptive, modeling consideration and tact, while maintaining a focus on tasks at hand. • Is comfortable with managing conflict and differences of opinion. • Can objectively give and receive candid performance feedback.
Magician	Possibilities & Solutions	<ul style="list-style-type: none"> • Is curious and broad minded, and uses inference and intuition to solve complex business problems. • Links short-term planning with strategic thinking to anticipate future consequences of current tactics. • Balances this deductive approach with the use of speculation and intuition to recognize information gaps in forming judgments and opinions.
Lover	Relationships & Communication	<ul style="list-style-type: none"> • Shows comfort and poise in presenting ideas to (large) groups, and can readily respond to ideas and questions. • Shows an appropriate level of comfort with others, and builds lasting relationships and connections. • Is skilled in sending and receiving/interpreting verbal, nonverbal, and written messages. • Uses appropriate grammar and vocabulary, as well as eye contact, gestures, and inflection.

The work of personal leadership developments can be placed in this construct. 1) Determine the gaps between where you are with the building blocks and where you would like to be. 2) Develop a plan to close the gaps. 3) Review progress and adjust plans. This is the core of what I refer to as **Personal Leadership Development**.