

CSBA Congress-2012

Assessing my Director Behavioural Type

1. **Degree of Director persuasiveness:** Being persuasive is found to be based on your level of credibility – which usually comes with experience, knowledge, length of association with the board, external reputation. It is NOT necessarily a function of your debating skills.

I am very persuasive (5).....I am non-persuasive (1)

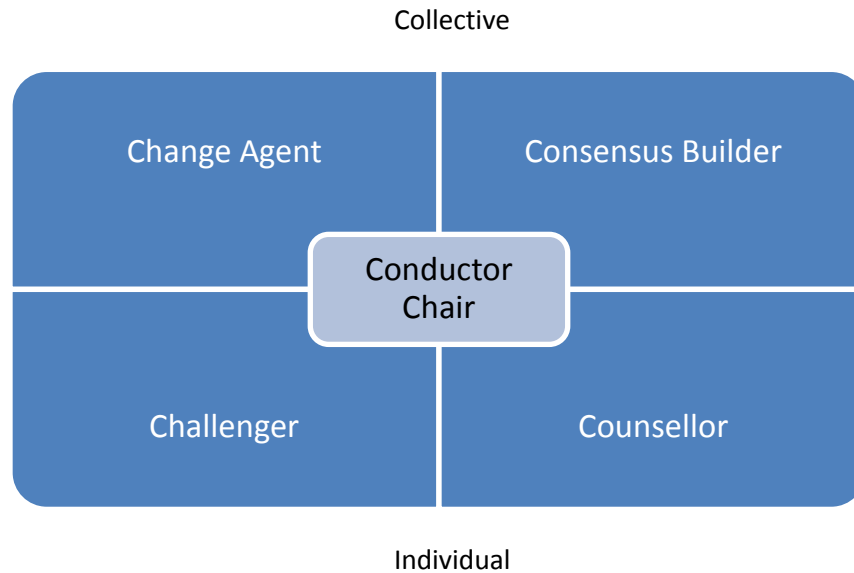
2. **Dissent/Consensus:** Do you tend to dissent or agree to all issues? As soon as a fellow director can predict how you will react on every issue, you lose your influence in the decision-making process.

I tend to find a reason to disagree or find fault when an issue is raised (5).....I tend to always agree to an opening position on an issue (1)

3. **Individual/ Collective:** A third factor influencing the individual impact of a director on decisions is the way a director collaborates through debate and group information sharing

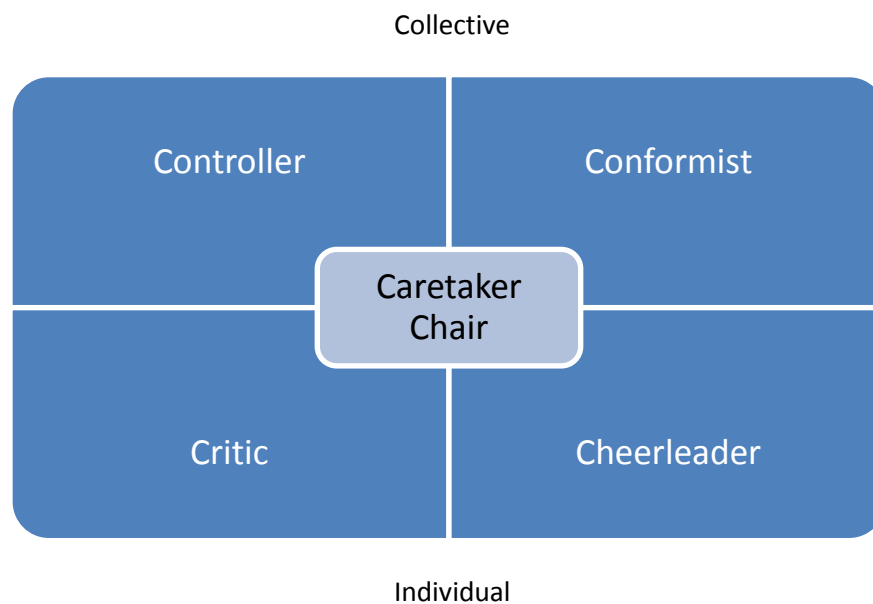
I join in and actively participate in the decision making process (5)..... I feel more comfortable working things out on my own and doing my own research to determine my position on a matter (1)

Five Functional Director Behaviour Types



Functional directors rank HIGH on the persuasiveness scale

Five Dysfunctional Director Behaviour Types



Dysfunctional director rank LOW on the persuasiveness scale