

Diplomatic Oriented Leaders

Diplomatic oriented leaders are students of their environment and are intent to cultivate and strengthen long-term relationships with stakeholders. They do not lead with their agenda, but choose to initially listen and not confront positions or opinions. They recognize defensiveness, but also perceive silence as a statement of disconnection or disagreement.



Diplomatic oriented leaders understand that respect diffuses defensiveness, affirmation balances pride, and gaining momentum requires patience. However, at a foundational level, the leader's ability to manage their own personal emotions establishes a platform that promotes constructive and effective communication. They establish collaborative relationships by acknowledging perspectives and agendas, enabling the dialogue to focus on common ground and compromise.

Effective diplomats do not minimize or avoid debate, but embrace it as a natural refining process where alternatives can surface. Diplomatic conversations should not be ambiguous, vague, or avoid confrontation. Its intention is to introduce ideas and opinions in subtle ways that adjust the long-term conversational direction to bridge differences and overcome boundaries.

Even though there is an expectation of logical and equitable communication, diplomatic oriented leaders must be prepared to know when it is prudent to delay or suspend a discussion. However, withdrawing from a conversation is an art form that should leave a door open, enabling rigid positions to temper and relationships to recover.

Diplomacy takes time, as individuals or groups of individuals are not easily moved from their beliefs or positions, and become entrenched if they are forced to defend themselves. Ultimately, diplomatic oriented leaders must be prepared to exercise the authority of their position, with clear direction and decisive intervention when required.

Whether an individual is preparing for a leadership role, or has been in a position of leadership for a time, a leadership assessment is a powerful tool to determine their natural leadership orientation.