

LEADING WITH AWARENESS

Understanding Your Leadership Style and
Others to Improve Impact



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OBJECTIVES



Identify personal leadership styles, including associated strengths, preferences, and potential blind spots.



Recognize common leadership styles in others and explain how those styles influence communication, decision-making, and behavior.



Adapt leadership and communication approaches to align effectively with different leadership styles and situational contexts.



Apply leadership style awareness in workplace interactions, including team collaboration, feedback conversations, and problem-solving scenarios.



IDENTIFYING YOUR LEADERSHIP STYLE

DiSC MODEL

Fast-paced

DOMINANCE

D

INFLUENCE

i

CONSCIENTIOUSNESS

S

STEADINESS

C

Task-Oriented

People-Oriented

Slow-Paced





DOMINANCE

DIRECT • STRONG-WILLED • FORCEFULL

KEY FEATURES



STYLE

- DIRECT
- FIRM
- RESULTS-ORIENTED

MOTIVATION

- ADVANCEMENT
- NEW OPPORTUNITIES
- CHALLENGES

STRESSORS

- BEING QUESTIONED
- MICROMANAGEMENT
- SLOW PROGRESS

COMMON AVOIDANCES

- MUNDANE WORK
- APPEARING VULNERABLE

CAUTIONS & ADVICE



May be perceived
as uncaring

When unsatisfied
by the end result

When struggling
to achieve buy-in

Practice active-
listening & invite
perspectives
from the team

Recognize the
value of process
and detail

Take others
through your
thought process
& communicate
the why






INFLUENCE

SOCIABLE • TALKTATIVE • LIVELY

KEY FEATURES

MOTTO **TEAMWORK
MAKES
THE DREAM
WORK**



STYLE

- PEOPLE-ORIENTED
- PERSONABLE
- STRONG COMMUNICATION SKILLS

MOTIVATION

- SOCIAL RECOGNITION
- COLLABORATION
- ENTHUSIASM

STRESSORS

- CONFLICT
- BEING IGNORED
- EXCESSIVE STRUCTURE

COMMON AVOIDANCES

- REJECTION
- WORKING ALONE
- DETAILED, REPETITIVE TASKS

CAUTIONS & ADVICE



May be perceived
as having poor
follow through or
lazy

When details
derail your
projects

When faced with
conflict

Create systems
for organization
and follow-up

Set priorities, or
partner with a
detail-oriented
team member

Practice direct
communication



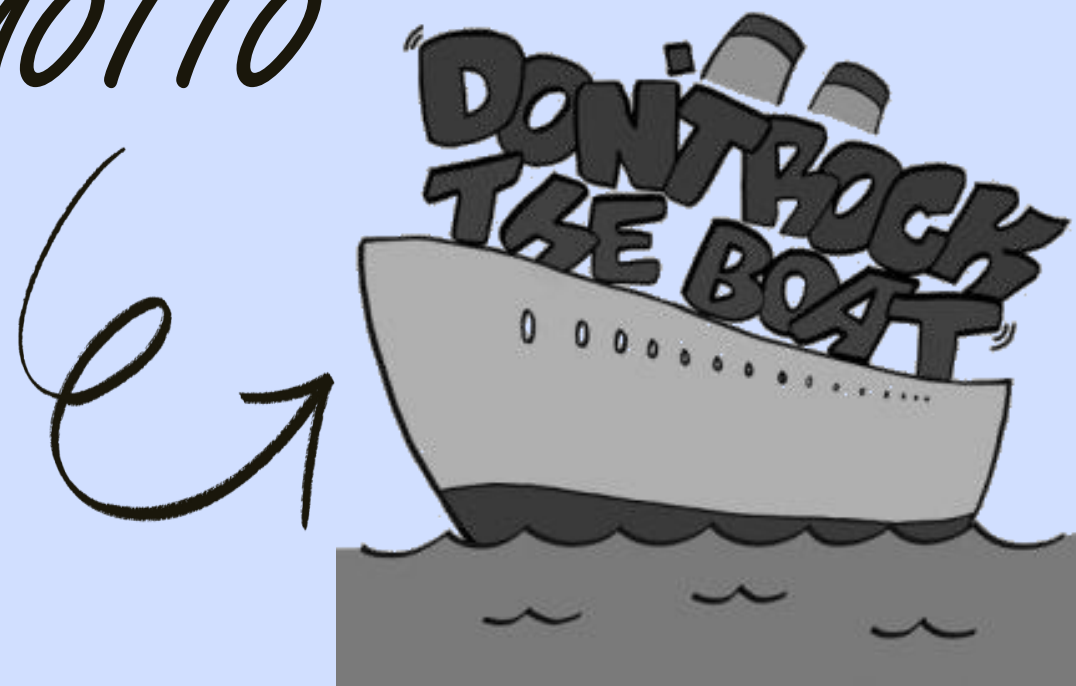


STEADINESS

GENTLE • ACCOMODATING • SOFT-HEARTED

KEY FEATURES

MOTTO



STYLE

- STEADY
- SUPPORTIVE
- PATIENT

MOTIVATION

- STABILITY
- ACCOUNTABILITY
- HELPING OTHERS

STRESSORS

- SUDDEN CHANGE
- PRESSURE FOR RAPID DECISIONS
- FEELING UNAPPRECIATED

COMMON AVOIDANCES

- CONFRONTATION
- COMPETITION

CAUTIONS & ADVICE



May be perceived
as stubborn or
lacking
imagination

When frustrated
by a big change

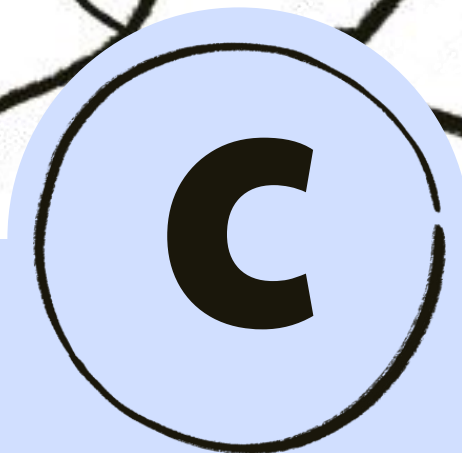
Risk taking on
too much to
support others or
maintain
harmony

Build comfort
with gradual
change & practice
speaking up
when concerns
arise

Gather
information to
build comfort &
look for the
positives

Set boundaries &
recognize the
value of your
voice in decision-
making





CONSCIENCIOUSNESS

PRIVATE • ANALYTICAL • LOGICAL

KEY FEATURES

MOTTO



**THE DEVIL
IS IN THE DETAILS.**



STYLE

- SYSTEMATIC
- PERFECTIONIST
- THOROUGH

MOTIVATION

- CORRECTNESS
- REWARDS FOR QUALITY
- CLEAR EXPECTATIONS

STRESSORS

- VAGUE INSTRUCTION
- LACK OF DATA
- POOR ORGANIZATION

COMMON AVOIDANCES

- CRITICISM OF WORK
- DISAGREEING WITH OTHERS
- RUSHED DECISIONS

CAUTIONS & ADVICE



May be perceived as overly critical

Can delay decisions with excessive detail

When frustrated by critique of your work

Communicate feedback with context; remember to include praise

Identify when information is sufficient

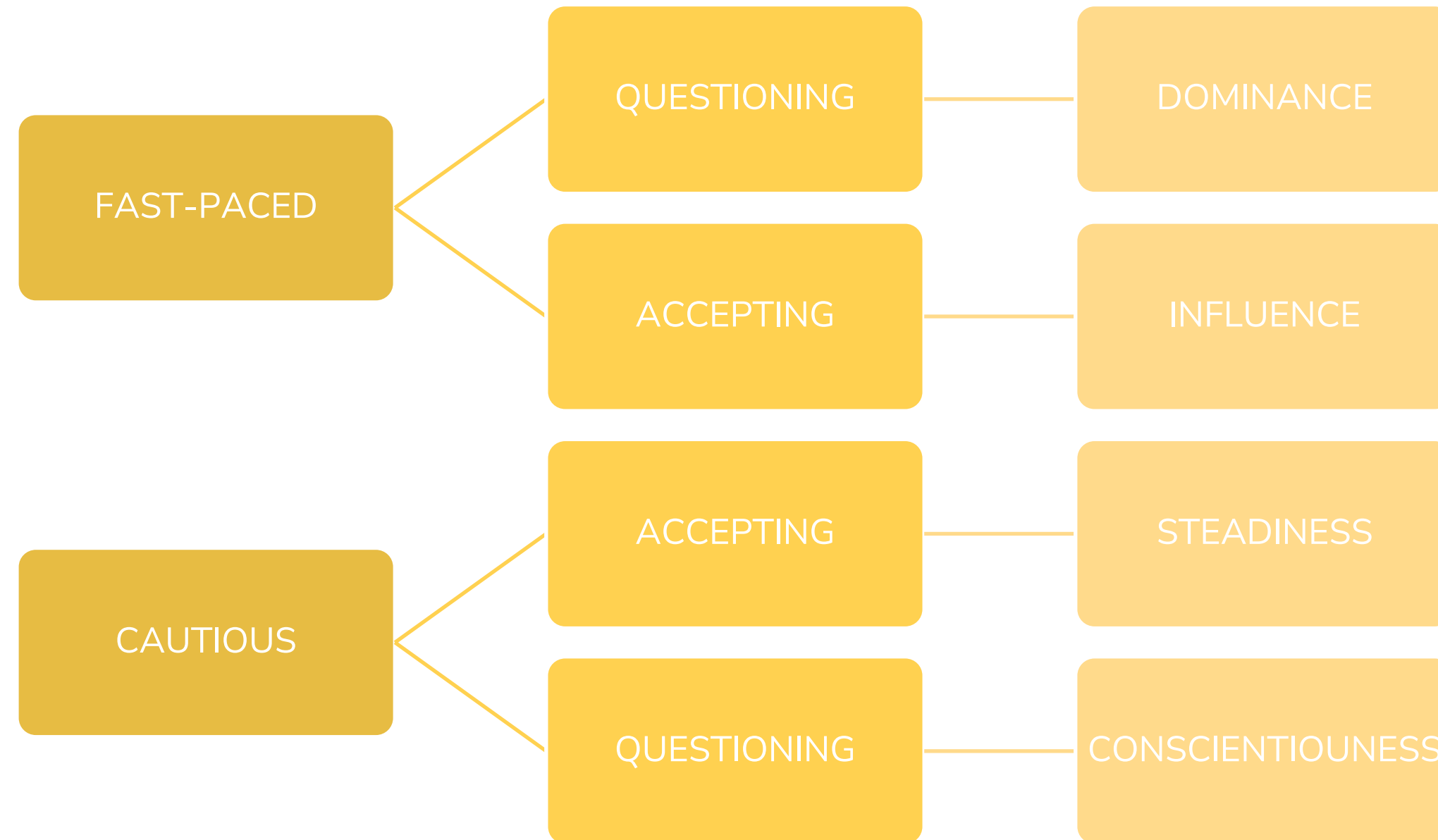
Focus on the shared goal and practice including other perspectives





IDENTIFYING OTHERS' LEADERSHIP STYLES

PROCEED WITH CAUTION





3

COMMUNICATING WITH OTHERS

COMMUNICATION TIPS

BE DIRECT

- Raise issues early
- Focus on solutions and include supporting data
- Stand firm when necessary

BE ENCOURAGING

- Allow time for discussion
- Acknowledge contributions & enthusiasm
- Paint an engaging picture of benefits of change

- Be clear about the needed changes
- Provide details or rationale to support
- Encourage a two-way dialogue

BE OBJECTIVE

- Allow time for analysis & questions
- Be specific, organized and factual
- Provide supporting data

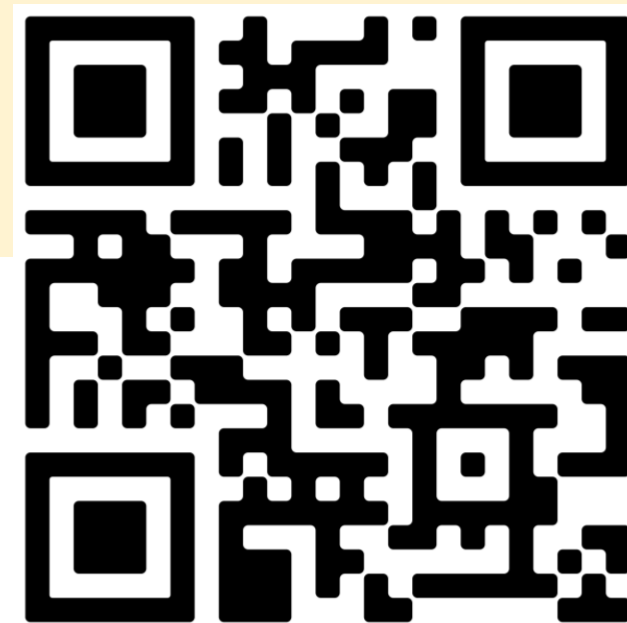
BE RECEPTIVE



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FREE DISC ASSESSMENT



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