

Leadership Qualities



Leadership Skills Tricks

American Society of Training Directors

Leadership Skills Tricks:

Core Leadership and Management Skills, Tips & Strategy Handbook V2 Neil Hoechlin,2022-12-25 This is the 2nd edition and update of the best selling book of the same title Now packed with more information and actionable advice Our book Core Leadership and Management Skills Tips Strategy Handbook V2 explores everything you need to know to become a great manager and leader From establishing objectives and managing performance to employing and firing staff this book covers it all *Core Leadership and Management Skills, Tips & Strategy Handbook* Neil Hoechlin,2018-05-11 WHOSE FAULT IS IT WHEN SUBORDINATES DISOBEY Chances are it's the managers He lacks the tools training and experience to command respect and obedience from his people He needs to upgrade his skillsets and learn how to manage and lead people He needs to show consistent and positive results And this is the goal of this book Specifically you will learn the following Introduction You made manager what's next What to consider before accepting the managerial role The role of a manager Making things happen becoming a successful manager First order of business as a new manager How to set goals Performance management Delegate like a pro Knowing how to hire and when to fire Hiring employees Firing employees Managing employee turnover Managing difficult clients Change management Tips to succeed as a manager Tips for start up entrepreneurs Managing money in your business Leading and managing a start up successfully Management meets leadership Differences between leadership and management Qualities of an exceptional leader Leadership styles Women and leadership How to get to the top Balancing leadership and family as a woman Preparing children for leadership What it takes to be a great CEO Duties you need to master Top ten daily habits of great leaders Leadership is there an App for that Ever wondered what it takes to be a great leader manager Would you like to be armed with the tools and know how to become one Read this book Download your copy today **Think on Your Feet: Tips and Tricks to Improve Your Impromptu**

Communication Skills on the Job Jen Oleniczak Brown,2019-11-08 Think on Your Feet is a helpful maven's guide ideal for anyone who views a podium with fear and trembling Publishers Weekly Get out of your own way Our professional lives are full of situations outside of our control A job interviewer asks a question out of left field A coworker puts you on the spot in front of the boss Your PowerPoint presentation crashes at a critical moment Most people react to the unexpected with anxiety and unease We get rattled stumble over our words and overthink the situation Others though handle it with self assurance and aplomb They gain a sense of empowerment and energy when the pressure is on Like great improv actors they're able to think on their feet The great thing is improv isn't about winging it or flying by the seat of your pants improv at its core is about listening and responding It's based on rules and techniques and it taps directly into your soft communication skills By incorporating it into your prep work for professional situations you'll learn how to retrain your brain for the unexpected and get out of your own way in those unexpected and expected professional situations Practicing improv isn't about being funny Instead it's about developing the mental agility to spin any surprise in your favor and to communicate with

confidence Filled with engaging improv activities this interactive guide will ensure you never come away from a tough moment pondering the woulda coulda shoulda again You ll learn how to nurture your personal style for communicating in every professional situation From effective listening in the office giving presentations and leading meetings to negotiating a raise acing an interview and more you ll start communicating with confidence and stop letting the unexpected hold you back Take your workplace communication and your career to the next level by mastering the art of Thinking on Your Feet

Leadership Skills You Never Outgrow ,1987 *Hot Tips, Sneaky Tricks, and Last-Ditch Tactics* Jeff B. Speck,1989-03-30 How to survive the corporate recruiting process and get an edge on the competition A corporate jungle survivor shows you how to get past intimidating corporate recruiting tricks and tactics to get the high paying and rewarding job you want Author Speck who has worked on the inside of the corporate recruiting process turning hundreds of applications into mere dozens of positions provides the answers you need to know to get that lucrative first job **Women and Missions** Lucia P. Towne,1934

Leadership Frank Gibson,2016-03-04 Do you wish you could easily and effortlessly motivate elevate and communicate with people leading them to the pinnacle of success Being a leader isn t an innate talent or something that is imparted by the divine rather it is a skill and like any other skill all you need to do is practice to improve Luckily Leadership How to Lead Influence People to Ultimate Success has all of the tips and tricks you need to improve your leadership skills in no time If you have always thought that you had what it takes to lead but simply didn t know where to start then this book will help you to be the type of team leader you have always dreamed of The key to being a successful leader is knowing which techniques to use and when which is why this book provides chapters on the basics of thinking and acting like a leader before diving right into seven chapters dedicated to discussing a wide variety of leadership styles their pros and cons when to use them and how to make the most of them when you do Inside you will find The top six things you need to try to instantly make yourself a better leader Everything you need to do to prove yourself to a new team The number one thing you can do to ensure you always make the best first impression possible And much much more **Developing Management Skills:**

What Great Managers Know and Do Timothy Baldwin,William Bommer,Robert Rubin,2007-03-12 Management Skills by Baldwin Bommer Rubin distinguishes itself by exclusively focusing on teaching relevant skills its learner centered writing and its evidence based foundation This text s problem based approach draws students in with several fundamental and specific questions or challenges in the Manage What feature opening every chapter The learner centered writing style and the focus on the actual skills that matter to career success as well as the chapter ending Tool Kits make this text a keeper

Group Leader's Guide to Propaganda Analysis Institute for Propaganda Analysis,Violet Edwards,1938 *Training in Management Skills* Phillip L. Hunsaker,2001 For Management Management Skills and Executive Development courses This complete collections of managerial skills prepares students for the work force with a comprehensive introduction to effective management conduct The text provides a ten step learning model 18 skill modules with self awareness tests that enable

students to practice and perfect their management skills Magnetic Leadership ,2003 Leadership Robert N. Lussier,Christopher F. Achua,2001 This text employs a unique three pronged approach of theory application and skill development to create the most practical leadership book on the market It covers all of the traditional theory along with cutting edge leadership topics Applications develop critical thinking skills about the concepts Proven skill building exercises foster leadership skills that can be used in professional and personal lives This three pronged approach offers the greatest variety of learning material to meet each student s unique needs *Psychology of Leadership* Henry Edward Tralle,1925

The Eleven Commandments of 21st Century Management Matthew J. Kiernan,1996 Using detailed profiles of more than 70 leading edge corporations from Sao Paulo to Singapore Alberta s oilpatch to Ho Chi Minh City respected business advisor Matthew Kiernan shows managers how they can best position their companies to succeed in a 21st century financial environment that will demand constant innovation and creativity For those concerned with the sustainability of both their enterprise and the global economy this book is a must Professor John Ehrenfeld Massachusetts Institute of Technology

Journal of the American Society of Training Directors American Society of Training Directors,1959 **Ainslee's** ,1909

Westminster Papers ,1871 **Westminster Chess Club Papers** ,1871 The Making of a Leader Chua Wee Hian,1987 Words like power authority effectiveness or fame often come to mind when we think of leadership Scripture uses words like servant steward and shepherd Author takes us on a practical journey designed for small group leaders Sunday School teachers committee coordinators and any Christian who serves and influences others *Campus Activities Programming* ,1999

Uncover the mysteries within Crafted by is enigmatic creation, Embark on a Mystery with **Leadership Skills Tricks** . This downloadable ebook, shrouded in suspense, is available in a PDF format (*). Dive into a world of uncertainty and anticipation. Download now to unravel the secrets hidden within the pages.

<https://dev.heysocal.com/book/virtual-library/default.aspx/yoga%20guide%20fan%20favorite.pdf>

Table of Contents Leadership Skills Tricks

1. Understanding the eBook Leadership Skills Tricks
 - The Rise of Digital Reading Leadership Skills Tricks
 - Advantages of eBooks Over Traditional Books
2. Identifying Leadership Skills Tricks
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Leadership Skills Tricks
 - User-Friendly Interface
4. Exploring eBook Recommendations from Leadership Skills Tricks
 - Personalized Recommendations
 - Leadership Skills Tricks User Reviews and Ratings
 - Leadership Skills Tricks and Bestseller Lists
5. Accessing Leadership Skills Tricks Free and Paid eBooks
 - Leadership Skills Tricks Public Domain eBooks
 - Leadership Skills Tricks eBook Subscription Services
 - Leadership Skills Tricks Budget-Friendly Options
6. Navigating Leadership Skills Tricks eBook Formats

- ePub, PDF, MOBI, and More
- Leadership Skills Tricks Compatibility with Devices
- Leadership Skills Tricks Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Leadership Skills Tricks
- Highlighting and Note-Taking Leadership Skills Tricks
- Interactive Elements Leadership Skills Tricks

8. Staying Engaged with Leadership Skills Tricks

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Leadership Skills Tricks

9. Balancing eBooks and Physical Books Leadership Skills Tricks

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Leadership Skills Tricks

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Leadership Skills Tricks

- Setting Reading Goals Leadership Skills Tricks
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Leadership Skills Tricks

- Fact-Checking eBook Content of Leadership Skills Tricks
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

Leadership Skills Tricks Introduction

Free PDF Books and Manuals for Download: Unlocking Knowledge at Your Fingertips In todays fast-paced digital age, obtaining valuable knowledge has become easier than ever. Thanks to the internet, a vast array of books and manuals are now available for free download in PDF format. Whether you are a student, professional, or simply an avid reader, this treasure trove of downloadable resources offers a wealth of information, conveniently accessible anytime, anywhere. The advent of online libraries and platforms dedicated to sharing knowledge has revolutionized the way we consume information. No longer confined to physical libraries or bookstores, readers can now access an extensive collection of digital books and manuals with just a few clicks. These resources, available in PDF, Microsoft Word, and PowerPoint formats, cater to a wide range of interests, including literature, technology, science, history, and much more. One notable platform where you can explore and download free Leadership Skills Tricks PDF books and manuals is the internets largest free library. Hosted online, this catalog compiles a vast assortment of documents, making it a veritable goldmine of knowledge. With its easy-to-use website interface and customizable PDF generator, this platform offers a user-friendly experience, allowing individuals to effortlessly navigate and access the information they seek. The availability of free PDF books and manuals on this platform demonstrates its commitment to democratizing education and empowering individuals with the tools needed to succeed in their chosen fields. It allows anyone, regardless of their background or financial limitations, to expand their horizons and gain insights from experts in various disciplines. One of the most significant advantages of downloading PDF books and manuals lies in their portability. Unlike physical copies, digital books can be stored and carried on a single device, such as a tablet or smartphone, saving valuable space and weight. This convenience makes it possible for readers to have their entire library at their fingertips, whether they are commuting, traveling, or simply enjoying a lazy afternoon at home. Additionally, digital files are easily searchable, enabling readers to locate specific information within seconds. With a few keystrokes, users can search for keywords, topics, or phrases, making research and finding relevant information a breeze. This efficiency saves time and effort, streamlining the learning process and allowing individuals to focus on extracting the information they need. Furthermore, the availability of free PDF books and manuals fosters a culture of continuous learning. By removing financial barriers, more people can access educational resources and pursue lifelong learning, contributing to personal growth and professional development. This democratization of knowledge promotes intellectual curiosity and empowers individuals to become lifelong learners, promoting progress and innovation in various fields. It is worth noting that while accessing free Leadership Skills Tricks PDF books and manuals is convenient and cost-effective, it is vital to respect copyright laws and intellectual property rights. Platforms offering free downloads often operate within legal boundaries, ensuring that the materials they provide are either in the public domain or authorized for distribution. By adhering to copyright laws, users can enjoy the benefits of free access to knowledge while supporting the authors and publishers who

make these resources available. In conclusion, the availability of Leadership Skills Tricks free PDF books and manuals for download has revolutionized the way we access and consume knowledge. With just a few clicks, individuals can explore a vast collection of resources across different disciplines, all free of charge. This accessibility empowers individuals to become lifelong learners, contributing to personal growth, professional development, and the advancement of society as a whole. So why not unlock a world of knowledge today? Start exploring the vast sea of free PDF books and manuals waiting to be discovered right at your fingertips.

FAQs About Leadership Skills Tricks Books

1. Where can I buy Leadership Skills Tricks books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Leadership Skills Tricks book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
4. How do I take care of Leadership Skills Tricks books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Leadership Skills Tricks audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.

8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.
9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Leadership Skills Tricks books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Leadership Skills Tricks :

yoga guide fan favorite

travel guide quick start

quick start sports training

ideas travel guide

sports training reader's choice

step by step gardening tips

language learning 2025 edition

cooking recipes complete workbook

for beginners language learning

tricks car repair manual

gardening tips 2025 edition

language learning advanced

wellness planner advanced

quick start car repair manual

fan favorite cooking recipes

Leadership Skills Tricks :

six simple machines definition examples and faqs byju s - Aug 14 2023

web a mechanical device that changes the direction or magnitude of a force is known as a simple machine in general terms

they are defined as simple mechanisms that use leverage or mechanical advantage to multiply force simple machines have few or no moving parts to modify motion and force

engineering simple machines lesson teachengineering - May 11 2023

web simple machines are devices with few or no moving parts that make work easier

simple machines teachengineering - Feb 08 2023

web simple machines are basic devices that help accomplish physical tasks with few or no moving parts the six most common simple machines inclined plane wedge screw lever pulley and wheel and axle are designed to change the magnitude direction of the force remember work force x distance ultimately making the task easier to perform

6 kinds of simple machines - Jun 12 2023

web aug 2 2019 these six simple machines create a greater output force than the input force the ratio of these forces is the mechanical advantage of the machine all six of the simple machines listed here have been used for thousands of years and the physics behind several of them were quantified by the greek philosopher archimedes ca 287 212

9 5 simple machines college physics 2e openstax - Jan 07 2023

web simple machines are devices that can be used to multiply or augment a force that we apply often at the expense of a distance through which we apply the force the word for machine comes from the greek word meaning to help make things easier levers gears pulleys wedges and screws are some examples of machines

6 simple machines making work easier live science the most - Mar 09 2023

web feb 1 2022 increasing the magnitude of a force or increasing the distance or speed of a force simple machines are devices with no or very few moving parts that make work easier many of today's complex

ideal simple machine - Sep 15 2023

web the six classical simple machines a simple machine is a mechanical device that changes the direction or magnitude of a force in general they can be defined as the simplest mechanisms that use mechanical advantage also called leverage to multiply force

simple machines definition types examples britannica - Oct 16 2023

web nov 6 2023 simple machine any of several devices with few or no moving parts that are used to modify motion and force in order to perform work they are the simplest mechanisms known that can increase force the simple machines are the inclined plane the lever the wedge the wheel and the axle the pulley and the screw

9 3 simple machines physics openstax - Apr 10 2023

web in most cases a simple machine is used to reduce the amount of force you must exert to do work the down side is that you must exert the force over a greater distance because the product of force and distance fd which equals work does not

change let s examine how this works in practice

simple machines and how to use this tutorial khan academy - Jul 13 2023

web there are six simple machines they are as follows lever wheel pulley incline plane wedge and screw this tutorial will cover the first three simple machines can give you a mechanical advantage in other words they allow you to spread the force you apply to move an object over a distance

mastering the world of psychology samuel e wood ellen r - Sep 03 2022

web mastering the world of psychology 5 e provides students with more support than ever before thanks to the survey question read recite and review learning method or

mastering the world of psychology denise boyd samuel e - May 31 2022

web samuel e wood ellen green wood denise boyd allyn and bacon 2011 psychology 568 pages more than any other full length text on the market the world of psychology

mastering the world of psychology a scientist - Oct 04 2022

web jul 10 2013 mastering the world of psychology 5 e provides students with more support than ever before thanks to the survey question read recite and review

mastering the world of psychology samuel e wood ellen - Feb 08 2023

web jun 25 2013 mastering the world of psychology 5 e provides students with more support than ever before thanks to the survey question read recite and review

mastering the world of psychology wood samuel e archive org - Jul 13 2023

web english xxvii 3 464 132 s 28 cm na s tyt taken from mastering the world of psychology samuel e wood ellen green wood denise boyd 3rd ed boston

mastering the world of psychology google books - Jun 12 2023

web may 17 2017 mastering the world of psychology provides students a solid introduction to the diverse field of psychology and how it applies to their lives authors samuel

mastering the world of psychology wood samuel e wood - Aug 02 2022

web jan 29 2019 wood samuel e mastering the world of psychology samuel e wood ellen green wood denise boyd houston community college system 5th

mastering the world of psychology 3rd edition 3rd edition - Jan 07 2023

web oct 15 2007 mastering the world of psychology is a briefer paperback version of the text that does more to support student learning than any other introductory psychology

the world of psychology samuel e wood ellen green wood - Jan 27 2022

mastering the world of psychology wood wood boyd - Mar 09 2023

web jan 1 2011 mastering the world of psychology wood wood boyd on amazon com free shipping on qualifying offers
mastering the world of psychology

mastering the world of psychology samuel e wood ellen - Mar 29 2022

web revel mastering the world of psychology provides students a solid introduction to the diverse field of psychology and how it applies to their lives authors samuel wood

mastering the world of psychology flip ebook pages 1 50 - Apr 29 2022

web jul 5 2017 mastering the world of psychology a scientist practitioner approach 6th edition published by pearson july 5 2017 2018 samuel e wood lindenwood

mastering the world of psychology samuel e wood - Feb 25 2022

web jun 11 2013 sq3r shows students the relationship between psychological theory and learning it is the strongest and most comprehensive program for measuring progress

amazon com mastering the world of psychology 5th - Aug 14 2023

web jul 20 2013 mastering the world of psychology 5 e provides students with more support than ever before thanks to the survey question read recite and review

mastering the world of psychology a scientist practitioner - Nov 24 2021

mastering the world of psychology wood samuel e wood - Apr 10 2023

web mastering the world of psychology wood samuel e wood ellen green boyd denise amazon com tr kitap

mastering the world of psychology 5th edition wood samuel - Jul 01 2022

web sep 29 2010 samuel e wood ellen green wood denise boyd pearson allyn bacon sep 29 2010 psychology 648 pages
mastering the world of psychology is a brief

mastering the world of psychology samuel e wood ellen - Oct 24 2021

mastering the world of psychology by samuel e wood - Dec 06 2022

web mastering the world of psychology samuel e wood ellen r green wood denise roberts boyd denise boyd pearson allyn and bacon 2005 psychology 454 pages

revel for mastering the world of psychology a scientist - Dec 26 2021

mastering the world of psychology with ebook wood samuel - May 11 2023

web mastering the world of psychology with ebook wood samuel e wood ellen green boyd denise amazon com tr kitap
amazon com mastering the world of psychology - Nov 05 2022

web mastering the world of psychology wood samuel e wood ellen green boyd denise 9780205003310 books amazon ca
method statement road work pdf asphalt road surface - May 31 2022

web 7 3 base course a placing of aggregate road base course shall be laid in layers of uniform thickness b any unsuitable materials shall be removed prior to start base course c

roadworks method statement hq - Feb 08 2023

web 1 purpose to document the method and processes to be used to achieve the construction of 22km of machongwe rusitu mission road and stabilization the slopes of all rock

mawar khayalan method statement roadworks blogger - Dec 26 2021

web method statement for concrete retaining walls introduction generally the entire construction project involves surveying the following steps are proceed in road

method statement road method statement roadworks 1 0 - Jan 27 2022

web 1 0 objective this work method statement is to outline the apply and lay pavement for the road construction consisting of sub base of granular material road base of crusher

method statement roadworks acdc lane draft pdf scribd - Aug 02 2022

web method statement roadwork 1 0 objective this work method statement is to outline the apply and lay pavement for the road construction consisting of sub base of

road construction method statement method - Aug 14 2023

web this road construction method statement shall apply for all roadworks the intention of this work method statement is to give general guideline for the roadwork construction details of the procedures contained herein may be modified based upon actual ground

method statement road works pdf asphalt road surface - Nov 24 2021

method statement road construction pdf road concrete - Dec 06 2022

web method statement for road and pavement work f content section 1 0 introduction 2 0 machineries 3 0 subgrade formation layer 4 0 subbase and roadbase layer 5 0 prime

method statement for road works biblioteka - Jul 13 2023

web method statement roadworks 1 0 objective this work method statement is to outline the apply and lay pavement for the road construction consisting of sub base of

pdf method statement road works pdfslide net - May 11 2023

web below work method statement outlines the steps to apply and lay pavement for the road construction consisting sub base of granular material road base of crusher run asphaltic

roadworks page 3 method statement hq - Apr 29 2022

web the purpose of this roadworks method statement is to describe the activities sequence and methods that are mandatory for carrying out the standard placement of subbase

roadworks page 4 method statement hq - Feb 25 2022

web dec 7 2013 this work method statement is to outline the apply and lay pavement for the road construction consisting of sub base of granular material road base of crusher run

method statement for road works pdf construction - Mar 29 2022

web method statement roadworks 1 0 objective this work method statement is to outline the apply and lay pavement for the road construction consisting of sub base of

method statements of road works pdf quality assurance - Jul 01 2022

web below is a brief method statement for road markings and road signs the method will ensure the quality of work in accordance with the contract requirements and applicable

method statement of temporary traffic - Sep 03 2022

web list of method statements of road works is define general idea of works how to carry out when it is preparing for the certain project it has to be considered that standard

road works method statement hq - Nov 05 2022

web this has been prepared to indentify the work stages and the construction methodology for the work adjacent to the existing road are carried out in compliance traffic requirement

method statement for road and pavement work project - Oct 04 2022

web method of statement for roadworks prepared by review by approved by tirmidzi consultant representative s o representative jayawaris general contractor

road construction method statement hq - Jan 07 2023

web method statement for placement of sub base and road base the purpose of this roadworks method statement is to describe the activities sequence and methods that

60079129 method statements of road works 1 academia edu - Oct 24 2021

roadworks road construction method statement project - Mar 09 2023

web road construction method statement below is very brief road construction work method statement that outlines the complete process from laying the sub base to the laying of

roadworks method statement template haspod - Jun 12 2023

web explore our range of civil road works safe work method statements swms templates instant download add your company logo fully customisable 2023 compliant

civil road works swms safe work method statement - Apr 10 2023

web below is a brief method statement that details general procedures to be followed for excavation backfilling of foundations sub structures trenches for any type of the