discflow

Discflow® Leader 2.0 Report

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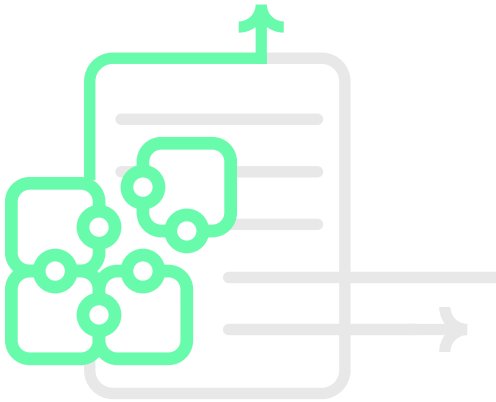
Introduction



The way you communicate, interact, and respond to pressure shapes both your impact and your influence. In leadership, self-insight isn't a luxury, it's a performance advantage. Understanding your own behavioural patterns and emotional responses gives you the ability to lead with clarity, adaptability, and intention.

This Leader 2.0 report is designed to help you strengthen that insight. It draws on the Discflow® model, which integrates the proven power of DISC behavioural styles with the depth of Emotional Intelligence (EI). Together, these frameworks offer a more complete view; not just of how you show up, but why.

Your report offers practical strategies to help you build on your strengths, navigate challenges more effectively, and connect with others in a way that fosters trust and results. Think of DISC as your leadership compass; it doesn't lock you into one direction, but it helps you orient your choices and interactions more skilfully.
This isn't about changing who you are. It's about refining how you lead, bringing out your best, deepening your awareness, and leading in a way that inspires others to do the same.

Guiding Principles

- Every DISC style brings unique strengths and potential blind spots. Effective leadership comes from recognising yours and adapting intentionally.
- You are more than one style. Your behaviour reflects a blend of all four DISC styles depending on the context and situation.
- Greater awareness of your behavioural patterns, emotional responses, and stress triggers leads to better choices and stronger outcomes.
- Behaviour is fluid. Emotional Intelligence gives you the agility to respond rather than react, especially under pressure.
- Understanding others is just as critical as understanding yourself. The more you recognise others' styles and emotional cues, the more influence and impact you build.
- DISC is a framework for development, not a label. Your profile is a guide, not a box.
- When DISC and EI work together, they help you lead with empathy, clarity, and effectiveness, transforming insight into meaningful impact.

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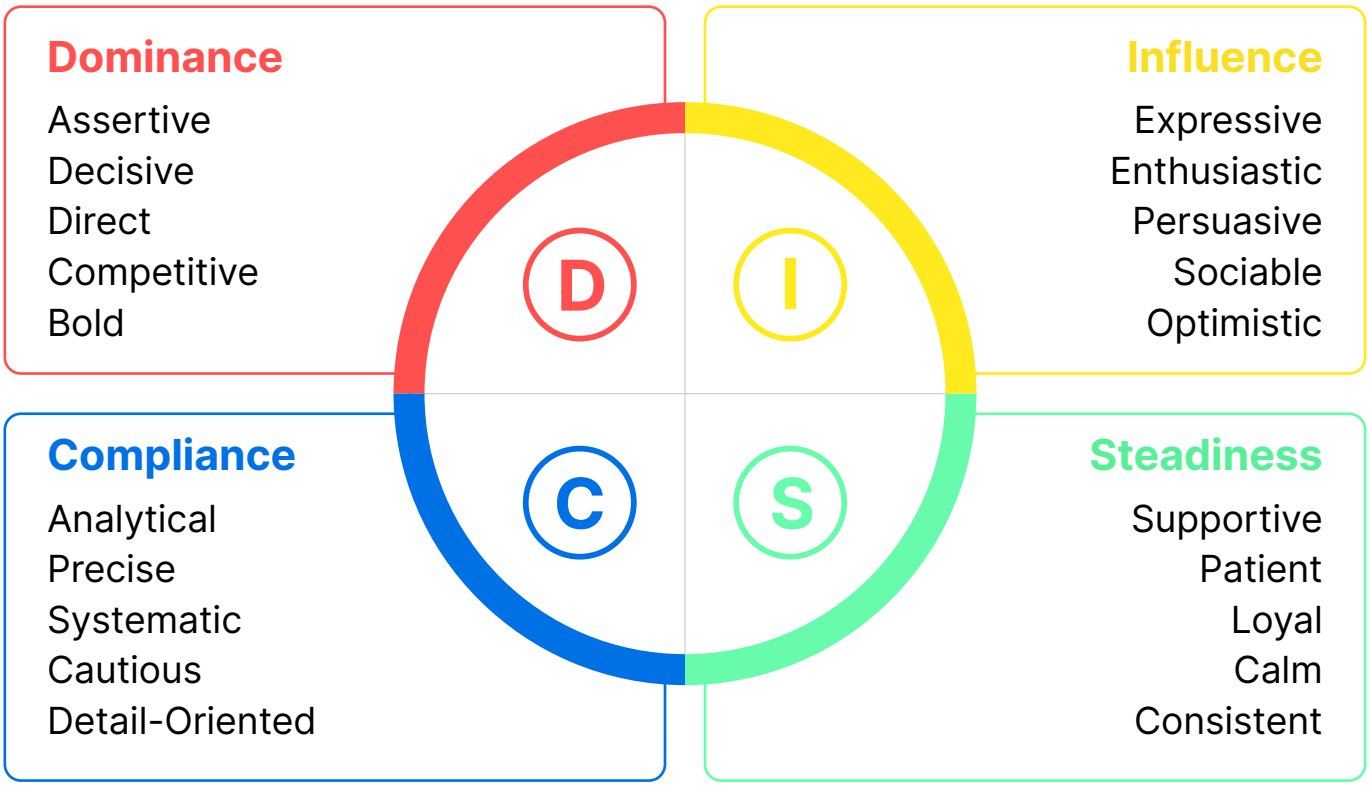
Section 1

DISC Model

The DISC model is a powerful tool for understanding human behaviour, offering valuable insights into how we communicate, make decisions, and interact. It identifies four key behavioural styles—Dominance, Influence, Steadiness, and Compliance—each with unique strengths and challenges.

As you explore your report, remember that no one style is better than another. Everyone is a mix of all four, with certain tendencies more prominent than others. Your DISC profile helps you recognise these preferences and understand how they shape your approach to work, relationships, and problem-solving.

More than just self-awareness, DISC helps you appreciate and adapt to the differences in others. By tailoring your communication and approach, you can build stronger relationships, boost collaboration, and increase your effectiveness. Your DISC profile isn't a label but a guide to playing to your strengths and navigating challenges with confidence.



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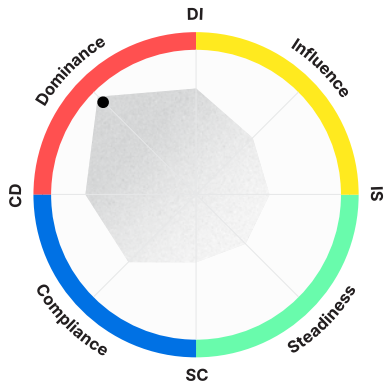
How to Interpret Your Graph



Your DISC results are displayed on a circumplex graph, which visually maps your behavioural preferences across eight distinct styles. The shaded areas on the graph represent the strength of your connection to each style—the further the shading extends from the centre, the stronger your natural inclination toward that behaviour.

The dot on the graph marks your Core Style—the behavioural style you most identified with based on your assessment responses. This indicates the behaviours that feel most instinctive to you and are likely to appear consistently in how you think, communicate, and interact with others.

Closer to the Outside or the Centre

In the DISC model, intensity refers to how strongly you express a particular behavioural style. The closer your dot is to the outer edge of the circle, the more naturally, consistently, and visibly that style is expressed. This means your pace, tone, and decision-making tend to be more pronounced and predictable. Conversely, if your dot is positioned nearer the centre, it reflects a lower intensity. While you still connect with that style, your behaviours may appear more moderate or adaptable, making your preferences less immediately noticeable to others.

It's important to note that DISC intensity does not define or limit you. Rather, it provides meaningful insight into your behavioural tendencies and helps you understand how to better communicate, collaborate, and adjust your approach in different situations.

Unassociated Items

Unassociated Items are statements you prioritised when completing your assessment that don't align with the typical behavioural patterns of your primary DISC style. These items are included to provide a fuller picture of your results, reflect your behavioural complexity and add depth to the interpretation of your profile. The numbers in parentheses represent your rating on a 5-point scale, with only items rated 4 or 5 shown.

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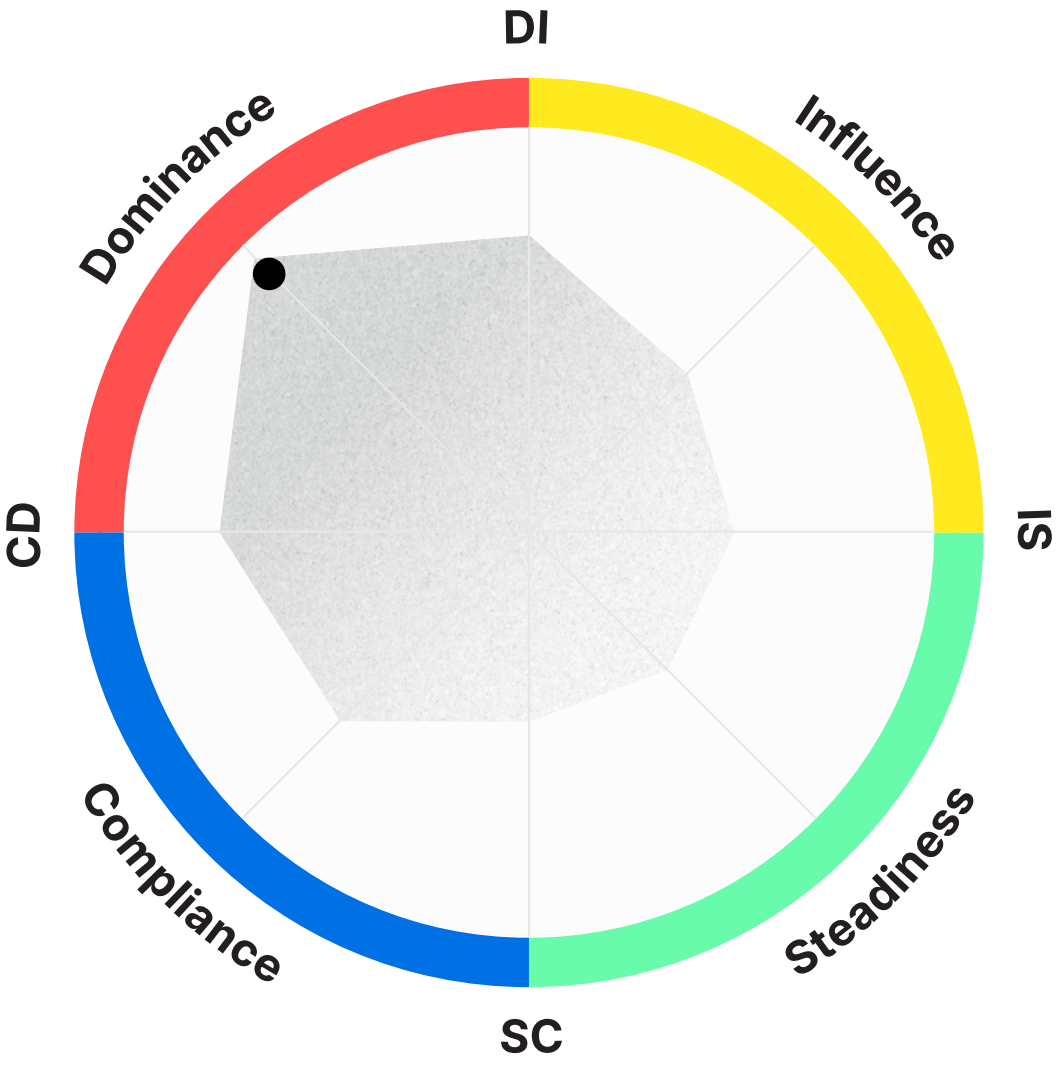
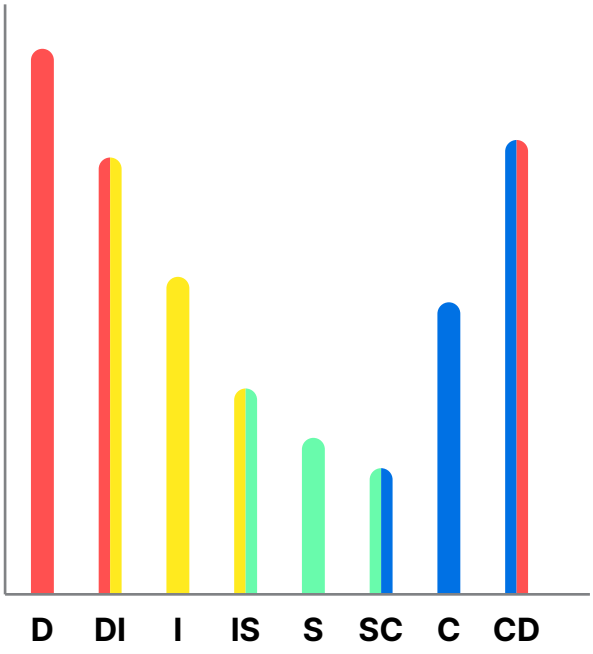
DISC Style: Dominance





Unassociated Items

- I prefer working with well-established processes. (4)
- I usually identify the possible margins of error when planning. (4)
- I often seek the opinions of others before deciding on matters. (4)
- I see myself as a reserved person. (5)
- I am careful when making decisions. (5)
- I prefer to be seen as thoughtful. (4)
- I work best in a predictable environment. (5)

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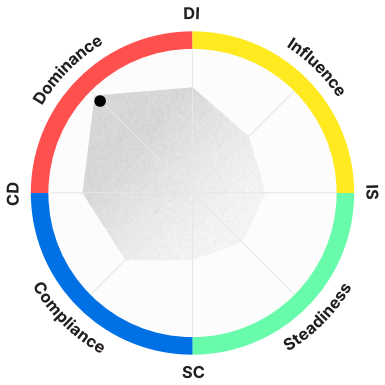
Your Dominance Style



Sean, you move with confidence and purpose, always seeking the next challenge. You thrive in environments where results matter, goals are clear, and progress is fast. Taking control comes naturally, and you step in when others seem unsure. You trust your instincts, act quickly, and focus on the big picture rather than getting lost in detail. Your ability to push through obstacles makes you someone people look to for direction.

Your decisiveness and ability to take charge are among your greatest strengths. When faced with a challenge, you don't waste time overanalysing—you act. You're direct and assertive, ensuring people know where they stand. Others value your ability to bring clarity to complex situations. You set ambitious goals, push boundaries, and thrive in competitive environments. When leading a project or team, you expect others to match your pace and commitment. Your strong-willed approach can sometimes present challenges. Your focus on efficiency and results may make you appear impatient with those who are more methodical. You might be so driven to reach a goal that you overlook the emotional impact of your directness. While you value competence and decisiveness, not everyone works at your speed. Slowing down to check in and consider different perspectives can help build stronger relationships.

You are motivated by achievement, control, and shaping outcomes. You feel energised when leading a project and ensuring it moves forward on your terms. You enjoy overcoming obstacles and proving what's possible. Winning—whether in business, negotiations, or competition—drives you, and you take pride in succeeding where others hesitate. You prefer fast-moving environments where decisions are quick, and impact is visible. However, inefficiency, indecision, and delays can be frustrating. Environments where people avoid responsibility or hesitate to act may drain you. You struggle with bureaucracy or situations where you lack control. Being micromanaged or stuck in rigid processes can be stressful, as you prefer independence and freedom to execute your ideas.

Your ultimate goal is to achieve success, make an impact, and be recognised for your contributions. You want to be seen as strong, capable, and effective. But your biggest fear is failure—especially public failure. The idea of losing control or appearing ineffective pushes you to work harder, raise your standards, and push yourself further. While this drive fuels your success, taking time to reflect, adjust, and collaborate can lead to even greater long-term results.

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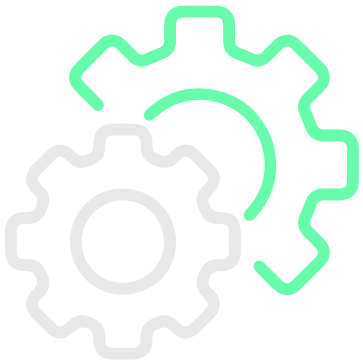
Your Behavioural Drivers



Sean, your DISC style is guided by key drivers—core needs, motivations, and underlying influences that shape where you naturally focus your energy. These drivers help explain what fuels you and how you tend to approach work and connect with others. The following three drivers are likely to have a strong influence on your behaviour. Use these insights to better navigate the workplace in a way that plays to your natural strengths.

Results

You are driven by results. For you, success isn't just about effort—it's about outcomes. You set ambitious goals and push yourself to achieve them quickly and efficiently. Whether it's hitting sales targets, leading a high-stakes project, or finding the fastest solution to a problem, you measure success by what gets done. Delays and indecision frustrate you because they slow down progress. You focus on the bigger picture, always looking for the most effective and direct route to success. If there's a challenge in your way, you don't dwell on it—you find a way to push through and win.

Control

You like to be in control of your environment, your decisions, and your results. Letting things drift or waiting for others to take action is not your style. You prefer to take charge, ensuring things move at the pace and direction you expect. Whether leading a team, managing a project, or making a tough decision, you feel most confident when you have the final say. This doesn't mean you don't value input—you just don't want to be held back by indecision or hesitation. When things feel out of control, you step in, take ownership, and make things happen.

Challenge

You thrive on a challenge. Routine and predictability bore you—you perform at your best when facing tough situations that test your skills and resilience. Whether it's outperforming a competitor, solving a complex issue, or proving something can be done faster and better, you push yourself to succeed where others might hesitate. Obstacles don't discourage you; they motivate you to step up. You enjoy proving your abilities, pushing limits, and driving high performance. If a task is too easy, it doesn't excite you—you need a challenge that pushes you forward and keeps you fully engaged and driven.

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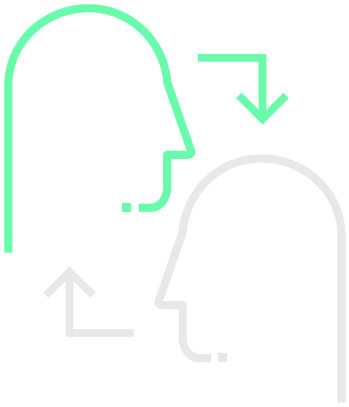
Strengths and Limitations



Sean, your DISC style brings unique strengths and challenges in how you approach tasks, collaborate, and navigate the workplace. Your natural abilities help you make decisions, solve problems, and interact with confidence. However, each style also has its challenges if not managed effectively. Understanding both your strengths and areas for growth can help you refine your approach and maximise your effectiveness in different work situations.

Your Strengths

- You take charge and get things done. You don't wait for permission; you take the initiative and drive progress, even when others hesitate.
- You make quick, confident decisions. You don't get stuck in overthinking or endless discussions. You focus on solutions rather than problems and move forward with conviction.
- You embrace challenges. Obstacles don't intimidate you; they motivate you to push harder. You see setbacks as opportunities to prove what's possible.
- You are results focused. You don't measure success by effort alone; you look for tangible outcomes and work relentlessly to achieve them.
- You are direct and assertive. You communicate clearly and leave no room for misunderstanding. People know where they stand with you.

Your Limitations

- You may push too hard. Your high standards and urgency can feel demanding or overwhelming to others, especially those who need more time to process information.
- You can be overly direct. While your honesty is refreshing, your blunt communication style can sometimes come across as intimidating or insensitive.
- You may struggle with collaboration. You prefer to take control, which can make it hard to delegate or allow others to take the lead.
- You can be impatient with detail. You like to focus on the big picture, so slower processes, repetitive tasks, or complex information may frustrate you.
- You may overlook emotions. Because you focus on results, you may not always pick up on the emotional needs of others, which can sometimes impact relationships.

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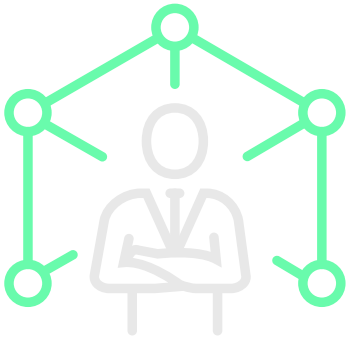
Motivators and Stressors



Sean, understanding what drives and energises you, along with what drains or frustrates you, is essential for creating an environment where you can thrive. By recognising these factors, you can take proactive steps to stay focused, engaged, and productive, ultimately helping you perform effectively in various work settings.

What Motivates You

- Achieving results—You are motivated by measurable success. Whether you're hitting targets, driving a project forward, or solving a tough problem, you want to see progress and outcomes.
- Taking control – You like to make things happen. Having the authority to make decisions and shape outcomes gives you a sense of confidence and purpose.
- Competition and challenge – You enjoy pushing limits, proving what is possible, and outperforming expectations. A little competition keeps you engaged and focused.
- Efficiency and speed – You don’t like wasting time. You want things to move quickly and effectively, and you appreciate systems and people that keep up with your pace.
- Independence and autonomy – You prefer to set your own direction rather than wait for approval. The ability to take initiative without being micromanaged keeps you engaged and driven.

What Stresses You

- Indecision and hesitation – You prefer fast, confident decision-making. Long discussions or people who avoid making tough calls can be frustrating.
- Lack of control – When you feel restricted, micromanaged, or unable to influence the outcome, you may become impatient or disengaged.
- Slow progress and inefficiency – Unnecessary delays, bureaucracy, or repetitive tasks that don’t contribute to the bigger picture can drain your energy.
- Overly emotional responses – You focus on logic and action, so highly emotional reactions, especially when they interfere with progress, can feel frustrating to navigate.
- Unclear expectations – You like to know exactly what is expected so you can deliver results. Vague instructions or shifting priorities without clear direction can cause stress.

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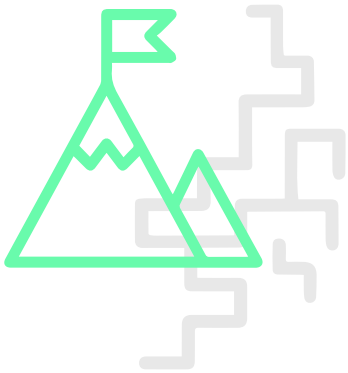
Goals and Fears



Sean, your DISC style influences how you approach tasks, set goals, and navigate challenges. Whether you're focused on achievement, collaboration, or stability, your natural tendencies drive you to act and pursue your objectives. However, certain fears or concerns can affect how you handle challenges, especially when situations threaten your sense of control or success. Understanding these tendencies can help you approach obstacles more effectively and stay focused on your goals.

What Drives Your Goals

- Achieving success and winning. Whether it's closing a deal, leading a project, or solving a tough challenge, you aim to come out on top and be recognised for your achievements.
- Taking control of outcomes. You prefer to be in the driver's seat, shaping decisions and ensuring things are done the right way.
- Overcoming obstacles. You enjoy tackling difficult challenges that push you to think fast, act decisively, and prove what's possible.
- Driving efficiency and results. You want to eliminate inefficiencies and focus on getting things done quickly and effectively.
- Maintaining forward momentum. Progress is essential to you. You thrive when you see continuous movement toward bigger and better goals.

What You Fear Most

- Failure or underachievement. Falling short of expectations—especially your own—can feel like a setback that damages your confidence and credibility.
- Losing control. Situations in which decisions are taken out of your hands or where you feel powerless can be uncomfortable and frustrating.
- Being perceived as weak. You like to appear strong, capable, and in command. The idea of showing vulnerability or uncertainty can make you uneasy.
- Wasting time on unproductive tasks. You want to focus on what moves the needle. Feeling stuck in unnecessary processes or bureaucracy can be stressful.
- Not being recognised for your contributions. You work hard to achieve results and expect that effort to be acknowledged and valued.

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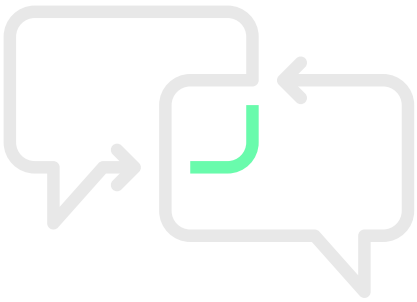
Communication Style



Sean, your DISC style influences how you approach communication, shaping how you interact with others. Whether you are focused on results, building relationships, or ensuring clarity, your approach is tailored to your strengths. While this helps you engage effectively, it may also present challenges when interacting with those who have different communication preferences. Understanding these dynamics can enhance your ability to connect and collaborate with a variety of people.

How You Connect

- You communicate directly and to the point, ensuring clarity and avoiding unnecessary confusion. You appreciate efficiency in conversation and prefer to get straight to the matter at hand.
- You speak with confidence and assertiveness, often challenging ideas or questioning assumptions in pursuit of the best solution, which can be valuable in driving results.
- You focus on actionable solutions, guiding conversations towards concrete outcomes and ensuring that discussions remain productive and lead to tangible results.
- When addressing difficult issues, you dive straight in with a no-nonsense approach, addressing the matter head-on and without hesitation, which can often clear the air quickly.
- You prefer brief and efficient exchanges, prioritising clarity over unnecessary elaboration. You value time and want others to get to the point quickly.

What to Watch For

- Your direct approach can sometimes be perceived as blunt or even harsh, especially with individuals who value a more diplomatic or tactful communication style.
- You may lose patience with lengthy discussions or those that delve into excessive detail without a clear goal or action point, as you prefer to focus on moving forward.
- While you naturally take charge of situations, ensure that you allow others to be heard, especially when collaboration is essential for the outcome's success.
- Your emphasis on action and results might cause you to overlook the emotional or relational aspects of communication. This can lead to missed cues or unintended disregard for others' feelings.
- It's important to be mindful of how others might perceive your assertiveness and need for efficiency. They may interpret your approach as disregarding their emotional or personal needs.

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Decision Making

Sean, your DISC style shapes your natural approach to decision-making. Whether you prefer to act quickly, analyse carefully, collaborate with others, or maintain stability, your style guides how you assess situations and make choices. You're confident in your ability to decide in ways that reflect your values and priorities. While your strengths support your effectiveness, staying open to other perspectives can enhance your long-term success.



How You Make Decisions

- You make decisions swiftly and with conviction, often relying on your ability to quickly grasp the essentials and determine a clear path forward without becoming bogged down in unnecessary detail.
- You thrive in fast-paced environments where decisive action is required, and you're comfortable taking the lead when direction is unclear or when others hesitate.
- You focus on practical, outcome-driven solutions that move projects along efficiently, especially when there's a clear objective or result in sight.
- You take ownership of your decisions and don't shy away from responsibility, often positioning yourself as the one who's willing to make the tough calls others might avoid.
- You value autonomy and directness in the decision-making process, preferring to act decisively rather than involve too many voices or layers of approval.

What to Watch For

- You may sometimes push forward with your preferred course of action without fully considering alternative viewpoints or allowing enough time for input from others.
- Your desire for speed and momentum can lead to decisions that, while bold, may overlook potential risks, long-term consequences, or critical data.
- You often rely on your instincts and prior experience, which generally serves you well, but may result in blind spots when the situation requires a more nuanced approach.
- You can be so confident in your decisions that you may resist re-evaluating them, even when new evidence or insights suggest a change in direction could be beneficial.
- You may undervalue collaboration during the decision-making process, particularly when under pressure, which could limit buy-in or result in resistance later on.

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Work Environment



Sean, our work environment plays a crucial role in our daily life. Some aspects of our workplace fuel us with energy and keep us motivated, engaged, and ready to take on challenges. On the other hand, certain factors can drain our energy, leaving us feeling exhausted and unmotivated. Understanding what gives us energy and what drains us is key to creating a work environment that fosters both productivity and well-being.

What Fuels You

- You prefer autonomy, where you have the freedom to make decisions and take action without unnecessary approval processes.
- You thrive in a results-driven culture where goals are clear, progress is measurable, and achievements are recognised.
- You work well under pressure and enjoy environments where urgency is required, as long as challenges feel meaningful.
- You appreciate direct communication, where expectations are clear, and people say what they mean without excessive formalities.
- You prefer environments where you have the opportunity to grow and expand your authority and influence.

What Drains You

- You can feel frustrated in overly bureaucratic workplaces where decisions take too long and red tape slows down progress.
- You dislike micromanagement and environments where every action requires approval, limiting your ability to take ownership.
- You find excessive discussion or meetings without clear outcomes draining, preferring action over prolonged deliberation.
- You struggle in passive or non-competitive cultures where people avoid challenges or hesitate to take responsibility.
- You get bored with repetitive work and routine tasks, doing the same things over again without any challenges or variety.

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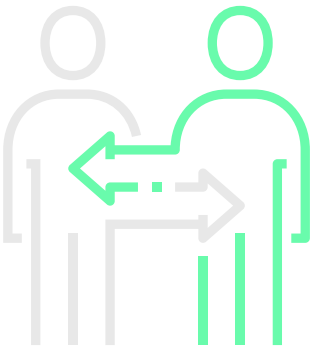
How Others Perceive Me

Sean, your DISC style brings unique strengths and potential challenges to how you approach tasks, collaborate with others, and navigate the workplace. Your natural abilities enable you to make decisions, solve problems, and interact with confidence and determination. However, as with any style, these strengths can present limitations if not managed effectively. Understanding both your strengths and limitations will help you refine your approach and maximise your effectiveness in various work situations.



Perceived Strengths

- You are seen as a strong, results-oriented leader who naturally takes charge and drives momentum across the team.
- Others appreciate your ability to make fast, confident decisions—particularly when clarity and speed are essential.
- Your direct and assertive communication style helps eliminate confusion and keep expectations sharply defined.
- You are admired for your resilience and capacity to remain composed under pressure, even in complex or high-stakes scenarios.
- Your competitive edge often inspires those around you to push boundaries, step up, and deliver at a higher level.

Potential Blind Spots

- Your fast-paced, no-nonsense approach may come across as impatient or overly controlling to those with more collaborative styles.
- You may be perceived as prioritising outcomes over relationships, especially when navigating tight deadlines or high-pressure projects.
- Your assertiveness, while clear and efficient, can sometimes feel intimidating to colleagues who prefer a softer or more consultative tone.
- In group settings, your strong voice may unintentionally dominate discussions, limiting space for quieter team members to share.
- You might be seen as dismissive of slower or more detailed processes, especially when focused on hitting targets quickly.

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Value to the Team

Sean, your natural strengths bring a unique and valuable contribution to any team environment. You approach your work in a way that reflects your core style—whether that's through driving results, supporting others, analysing data, or fostering collaboration. You offer a consistent presence that helps move projects forward, align team efforts, and contribute to a positive working atmosphere. By staying true to your strengths and being open to different perspectives, you help create balanced outcomes and long-term success for the group.



Strengths You Bring

- You drive performance by pushing for results and holding yourself and others accountable to high standards and clear goals.
- You bring momentum and urgency to the team, helping to cut through delays and keep tasks moving forward with purpose.
- You are confident in your decisions, offering direction when others are uncertain or hesitant to act.
- You challenge the status quo when needed, encouraging bold thinking and helping the team break through limitations.
- You stay composed and solution-focused under pressure, often stepping in to lead during high-stakes or time-sensitive situations.

What to Watch For

- You may push too hard for results, which can create tension or pressure within the team if others need more time or support.
- Your direct communication style, while efficient, could be perceived as abrupt or dismissive by more relational team members.
- You might prioritise action over collaboration, which can limit the team's ability to contribute diverse ideas or perspectives.
- You may overlook emotional cues or interpersonal dynamics when focused on achieving outcomes.
- You can become frustrated with slower processes or indecision, which may lead to impatience or conflict in more cautious environments.

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Section 2

Emotional Intelligence



Sean, Emotional Intelligence (EI) is your ability to recognise, understand, and manage emotions—both your own and those of others. It influences how you communicate, make decisions, and interact with those around you. By developing emotional intelligence, you can gain greater control over your responses, strengthen relationships, and navigate challenges more effectively.

This section of your report explores your Emotional Intelligence across two key areas:

Self-Awareness

Self-awareness is defined as your ability to recognise and understand your emotions, how they shape your behaviour, and how you can use this awareness to make intentional choices. Your level of Self-awareness is assessed through four subtopics.

- **Self-Reflection:** The ability to thoughtfully reflect on your emotions and behaviour.
- **Self-Belief:** Confidence in your abilities and a positive view of yourself.
- **Emotional Clarity:** The capacity to clearly understand and articulate your emotional state.
- **Seeking Feedback:** Openness to others' perspectives and constructive criticism.

Awareness of Others

Awareness of Others is defined as your ability to perceive, interpret, and respond to the emotions and perspectives of those around you, allowing you to build stronger relationships and communicate more effectively. Your level of Awareness of Others is assessed through four subtopics.

- **Social Intuition:** The ability to sense the emotions and reactions of others in social settings.
- **Valuing Differences:** Appreciation of diverse perspectives and experiences.
- **Emotional Insight:** Recognising the unspoken emotions and thoughts of others.
- **Empathy:** The capacity to understand and share the feelings of others.

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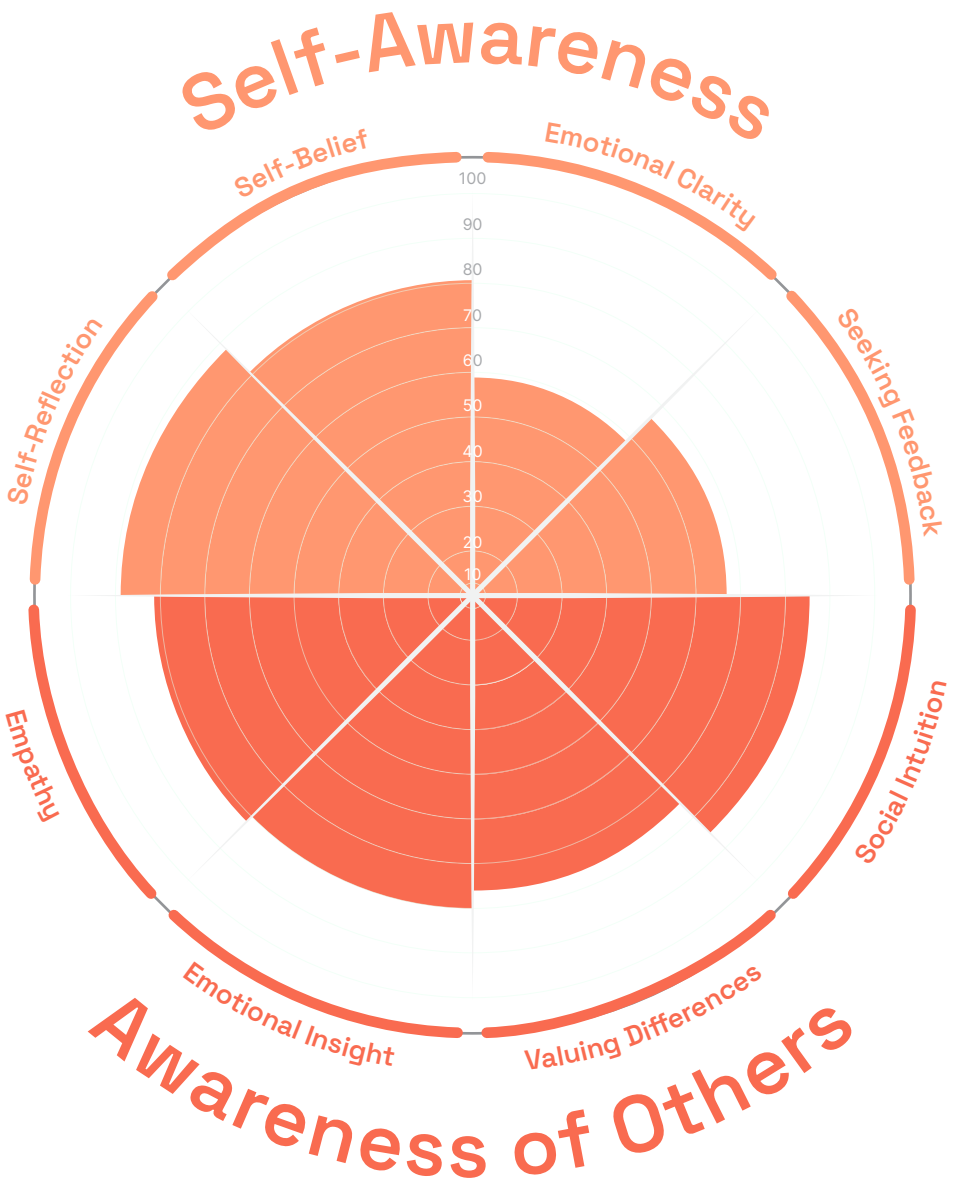
Your Self-Perception in Focus



Understanding Your Percentile Scores

Your scores are based on a self-assessment, so reflect how you see your own emotional intelligence across the 8 dimensions.

Percentile scores range from 0 to 100 and show how your responses compare to others. For example, if you're in the 75th percentile, it means you rated yourself higher than 75% of people who've taken this assessment.

There's no right or wrong—just insight. Use it as a starting point for reflection and growth.

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Self-Awareness



Self-Reflection: Pausing to Learn and Grow

Why This Matters

Self-reflection is the process of intentionally examining your thoughts, emotions, and behaviours to gain deeper self-awareness and improve how you interact with others. In the context of emotional intelligence, self-reflection allows you to pause, assess, and refine your responses rather than simply reacting based on habit or impulse.

How You Tend to Show Up



What This Means for You

Sean, you consistently practise self-reflection, making it an essential part of your emotional intelligence. Before reacting, you pause to assess your thoughts and emotions, ensuring that your response aligns with your values and goals. You regularly review past experiences to identify patterns, recognise strengths, and find opportunities for growth. You actively seek feedback and use it to refine your behaviour. Your strong self-awareness allows you to navigate difficult situations with emotional control and confidence, improving both your decision-making and your relationships. Reflection is not just something you do occasionally—it is a natural and continuous process that helps you grow and adapt in all areas of your life.

A Question to Explore

What reflective habit has helped you grow the most — and how could you share that value with others around you?

One Small Shift to Experiment With

Share one reflective insight in a 1:1 or team meeting — encourage others to reflect by modelling the behaviour openly.

Something to Pay Attention To

Deep reflection can sometimes create distance — be sure it fuels connection, not perfectionism or overthinking.

A Thought to Take with You

"When you understand yourself, you lead yourself better."

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Self-Awareness cont...



Self-Belief: Trusting in Your Own Ability

Why This Matters

Self-belief is the level of trust you have in your ability to influence outcomes and handle challenges effectively. It reflects how confident you are in your capacity to navigate situations, solve problems, and persist through difficulties. In the context of emotional intelligence, self-belief plays a crucial role in how you manage emotions, build resilience, and interact with others.

How You Tend to Show Up



What This Means for You

Sean, you have a strong belief in your ability to handle any challenge that comes your way. You embrace new opportunities with confidence, trusting that you have the skills, knowledge, and adaptability to succeed. Setbacks do not discourage you—they serve as learning experiences that make you stronger. You are highly self-reliant and proactive, taking decisive action when needed rather than waiting for direction. You thrive in situations that require problem-solving, persistence, and resilience. No matter the difficulty, you remain focused, motivated, and assured in your ability to achieve your goals. Your high self-efficacy allows you to approach life with a sense of control, purpose, and determination.

A Question to Explore

How do you stay open to learning and feedback without diminishing your self-belief?

One Small Shift to Experiment With

Encourage someone else to trust themselves by sharing how you built your own confidence over time.

Something to Pay Attention To

Strong self-belief is powerful — but be mindful it doesn't slip into self-reliance that shuts out others.

A Thought to Take with You

"Real confidence lifts others with it."

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Self-Awareness cont...



Emotional Clarity: Understanding What You Feel and Why

Why This Matters

Emotional clarity is your ability to accurately identify, understand, and articulate your emotions. It is a key aspect of emotional intelligence that allows you to recognise what you are feeling, why you are feeling it, and how those emotions influence your thoughts, behaviours, and overall decision-making in various situations.

How You Tend to Show Up



What This Means for You

Sean, you are somewhat aware of your emotions and can usually identify how you feel, but not always with complete accuracy. In most situations, you can describe your emotional state, but there are times when your feelings seem unclear or conflicting. When something upsets or excites you, you may take a moment to process it, but you don't always explore your emotions deeply. You understand that emotions influence your behaviour, but you may not always connect the dots between what you feel and how you react. Developing stronger emotional clarity could help you manage emotions more intentionally and improve your ability to express yourself with confidence.

A Question to Explore

What helps you get clear about your emotions when they feel mixed or confusing?

One Small Shift to Experiment With

When emotions feel unclear, pause and ask yourself: "What am I feeling? Why might I be feeling this?"

Something to Pay Attention To

Not recognising the root of your emotions can lead to decisions that feel out of sync.

A Thought to Take with You

"Clarity brings choice."

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Self-Awareness cont...



Seeking Feedback: Welcoming Insight to Grow

Why This Matters

Seeking feedback reflects your openness to gaining external perspectives that enhance your understanding of your strengths, blind spots, and areas for growth. It is a key component of self-awareness, helping you refine your self-perception and continually develop your skills and behaviours.

How You Tend to Show Up



What This Means for You

Sean, you actively seek feedback from others and see it as an important tool for learning and self-improvement. When working on a task or project, you check in with others to understand how you are doing and where you can improve. You are open to both positive and constructive feedback and try to apply what you learn. Rather than viewing feedback as criticism, you see it as an opportunity to refine your skills and grow. When you receive input, you take the time to reflect on it and adjust your approach when necessary. Your ability to seek and act on feedback helps you become more effective in both personal and professional settings.

A Question to Explore

What's one piece of feedback that shaped your growth — and how could you share that story with others?

One Small Shift to Experiment With

Encourage feedback from someone who doesn't usually give it — open the door with curiosity and gratitude.

Something to Pay Attention To

Even well-delivered feedback can be misunderstood — summarise what you heard to check alignment.

A Thought to Take with You

"Welcoming feedback builds trust and drives growth."

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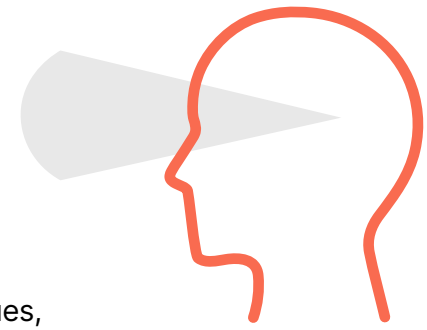
Awareness of Others



Social Intuition: Reading What Isn't Said

Why This Matters

Social intuition is your ability to quickly and accurately read social cues, non-verbal signals, and emotional dynamics in different situations. It allows you to sense the mood of a room, pick up unspoken tensions, interpret subtle behavioural shifts, and anticipate how others may feel or respond in the moment or over a period of time.

How You Tend to Show Up



What This Means for You

Sean, you have a strong and natural ability to sense emotional undercurrents in any situation. You instinctively recognise non-verbal cues, shifts in tone, and subtle expressions, allowing you to respond with accuracy and sensitivity. Whether in one-on-one conversations or group settings, you can anticipate how people feel and adjust your approach to create positive, meaningful interactions. Your social intuition helps you build trust, diffuse tension, and connect deeply with those around you. You rarely misread emotional dynamics, and your ability to read the room makes you an effective communicator and a valued presence in any situation.

A Question to Explore

How can you use your social intuition to help others feel more seen or understood?

One Small Shift to Experiment With

Share your insight in a way that supports, not spotlights — help others feel safe rather than analysed.

Something to Pay Attention To

Being highly intuitive can sometimes feel intense to others — balance clarity with emotional space.

A Thought to Take with You

"Reading the room is a strength — using it with care is wisdom."

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Awareness of Others cont...



Valuing Differences: Welcoming Diverse Perspectives

Why This Matters

Valuing differences is your ability to recognise, respect, and value diverse perspectives, backgrounds, and experiences. It reflects how open-minded and inclusive you are when engaging with others, particularly those who think, communicate, or approach situations differently than you do, fostering a more collaborative and harmonious environment.

How You Tend to Show Up



What This Means for You

Sean, you actively value and respect diverse perspectives, recognising that different experiences and viewpoints contribute to better decision-making and stronger relationships. You are open to learning from people who think differently than you and are willing to adapt your approach when new perspectives provide valuable insights. You make an effort to engage with a variety of people and consider alternative viewpoints before making decisions. Your appreciation for diversity helps you create inclusive environments and build meaningful connections with people from all walks of life.

A Question to Explore

How do you make space for voices that are less often heard in your environment?

One Small Shift to Experiment With

In your next group discussion, invite a perspective you haven't heard yet — and amplify it.

Something to Pay Attention To

Even well-intentioned openness can benefit from proactive inclusion.

A Thought to Take with You

"Valuing difference enriches everyone — not just those who are different."

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Awareness of Others cont...



Emotional Insight: Understanding What Others Think & Feel

Why This Matters

Emotional insight is your ability to accurately recognise what others are thinking and feeling, even when it's not said outright. It involves tuning into both verbal and non-verbal cues to understand the emotions, perspectives, motivations, and unspoken concerns of those around you. This awareness helps you respond with greater empathy, strengthen relationships, and navigate complex social dynamics with care and clarity.

How You Tend to Show Up



What This Means for You

Sean, you are naturally in tune with others' thoughts and feelings, picking up on emotional shifts even when they are not openly expressed. You notice when someone is uncomfortable, frustrated, or excited and adjust your approach accordingly. You are able to anticipate how people might react in different situations, which helps you navigate conversations smoothly. Your ability to read emotions helps you build trust and strengthen relationships.

A Question to Explore

How could you use your awareness to gently support someone who isn't ready to speak about what they're feeling?

One Small Shift to Experiment With

Use reflective language during a conversation, such as: "It seems like you might be feeling X — is that right?"

Something to Pay Attention To

Even when your insight is accurate, others may still need space before they're ready to open up.

A Thought to Take with You

"Being seen starts with being sensed."

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Awareness of Others cont...



Empathy: Connecting with Care

Why This Matters

Empathy is your ability to put yourself in someone else's shoes, understand their emotions, and respond with care and consideration. It goes beyond simply recognising what others feel. It involves truly understanding and valuing their perspective, offering support, and building deeper connections that foster trust and mutual respect.

How You Tend to Show Up



What This Means for You

Sean, you are naturally empathetic and make a conscious effort to understand what others are going through. When someone is upset, you listen attentively and offer thoughtful support. You are able to see situations from different perspectives, which allows you to navigate relationships with sensitivity and care. You recognise when someone is struggling, even if they don't say it outright, and you adjust your approach to provide encouragement and reassurance. Your empathy helps you build meaningful relationships and foster trust in both personal and professional interactions.

A Question to Explore

How do you balance caring for others with caring for yourself?

One Small Shift to Experiment With

Offer someone space to share without guiding the conversation — just let them talk and validate what you hear.

Something to Pay Attention To

Even with strong empathy, remember to protect your own emotional reserves.

A Thought to Take with You

"Your presence may be the support someone needs most today."

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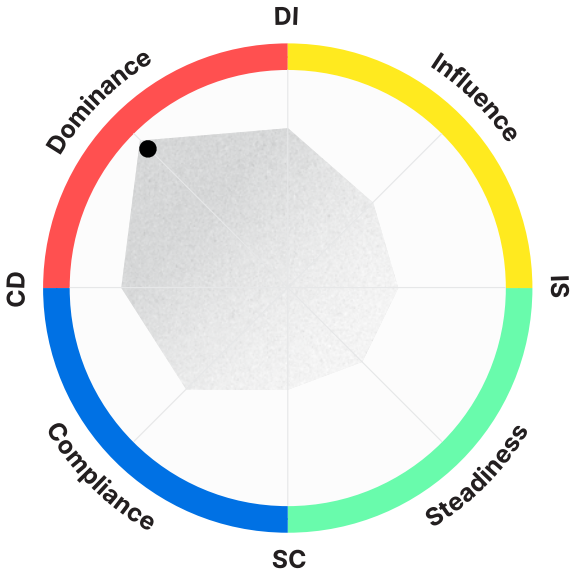
Section 3

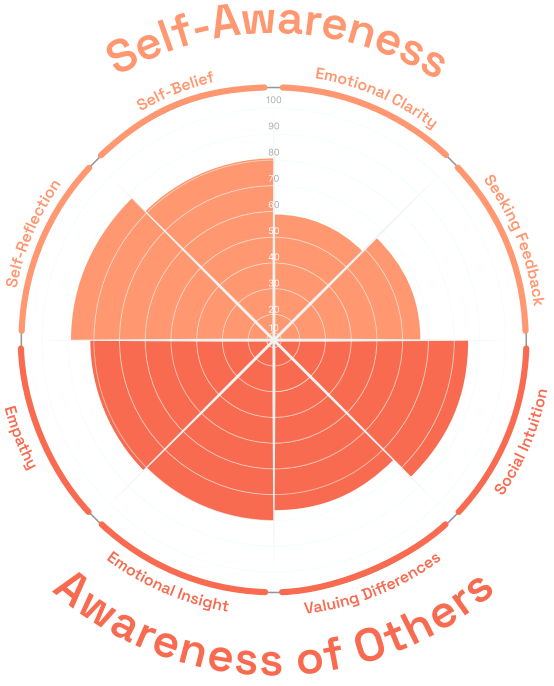
DISC and Emotional Intelligence Combined

Sean, as you move into this final section, it's time to connect two key drivers of effective leadership: your DISC style and your emotional intelligence. Your DISC profile shows how you naturally lead and respond; your emotional intelligence reveals how well you adapt those behaviours in real time.

This is where insight becomes action. By exploring how your style and emotional intelligence work together, you'll gain sharper awareness of your leadership strengths, blind spots, and opportunities for growth, especially in moments that call for empathy, flexibility, and resilience.

Emotionally intelligent leaders lead people, not just outcomes. They adapt under pressure, communicate with clarity, and create trust across diverse situations. The good news? Emotional intelligence is a skill—and it can be strengthened at any stage.





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How You Lead Day to Day



You enter a room with presence, calm, composed, and focused. People notice. You don't need to speak loudly or make grand gestures; your confidence and clarity speak for you. You're a results-driven leader who acts decisively, sets ambitious targets, and expects momentum. You don't hesitate to make tough calls, and your standards are high, but you also know that driving performance isn't just about pressure. It's about people.

What makes your leadership distinct is your emotional awareness. You read the room as clearly as you read the numbers. You sense when someone is hesitant, when conflict is brewing beneath the surface, or when a message needs to land with more care. You communicate directly, but with intention and empathy. You don't shy away from difficult conversations, you manage them with clarity, fairness, and respect.

You hold yourself accountable and expect the same from others. But you also recognise effort and growth, not just outcomes. You take time to coach, to listen, and to create space for people to bring their best, even under pressure. You don't sacrifice relationships for results; you know the two are deeply connected. When tension arises, you address it early and constructively, keeping trust intact.

Others describe you as firm but fair, assertive yet emotionally grounded. You lead by example, showing consistency in how you make decisions and in how you treat people. You influence through credibility and connection, not just authority. You're aware of the impact you have on those around you, and you use that awareness to lead with greater purpose.

You don't just deliver outcomes; you elevate the team while doing it. Your leadership is commanding, yes, but also considered, human, and trusted. People follow your lead not because they have to, but because they want to.

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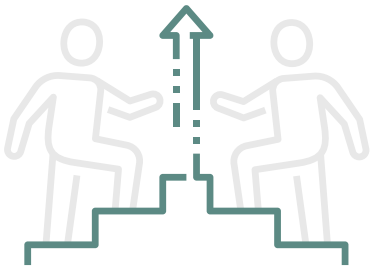
What Motivates Your Team

Every team member is driven by different internal and external forces. As a leader, your ability to recognise and align those motivations with team goals determines your power to inspire. This section explores how your DISC and EI traits influence your motivational impact.



How You Show Up

- You set bold, energising goals that stretch people beyond their comfort zones while reinforcing belief in their ability to succeed.
- You communicate with clarity and conviction, helping others understand not just what needs to be done, but why it matters.
- You recognise effort and progress in real time, using feedback to fuel momentum rather than waiting for perfect results.
- You adapt your motivational approach based on the person, some need challenge, others need reassurance, and you spot the difference.
- You create a sense of shared purpose, aligning team goals with personal drivers to keep people invested and committed.

Self-Reflection: Take a few moments to consider the following.

1. What energises the people on my team right now?
2. When was the last time I asked someone what motivates them?
3. Where might I be assuming too much about others' drivers?
4. What conditions bring out the best in me—and how can I offer those to others?
5. How can I model passion and purpose in my daily leadership behaviours?

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How You Develop Others



Great leaders don't just manage, they develop. Your ability to spot potential, offer feedback, and create stretch opportunities has a lasting influence on people's careers. Here, we explore how your behavioural and emotional patterns support or limit your role as a talent developer.

How You Show Up

- You take time to understand each person's strengths, blind spots, and growth aspirations, then tailor your support accordingly.
- You stretch people by assigning them responsibility that pushes their boundaries while offering a safety net for learning.
- You give feedback that is clear, constructive, and actionable, balancing high expectations with belief in their potential.
- You're quick to spot capability gaps and turn them into development opportunities, not performance criticisms.
- You invest in people for the long term, developing not just skills but confidence, judgement, and leadership capacity.

Self-Reflection: Take a few moments to consider the following.

1. Who on my team is ready for more, even if they haven't asked?
2. When do I offer challenge, and when do I offer support?
3. What skills or traits am I overlooking in others?
4. How do I role model ongoing growth and learning?
5. How can I create more space for others to take ownership of their development?

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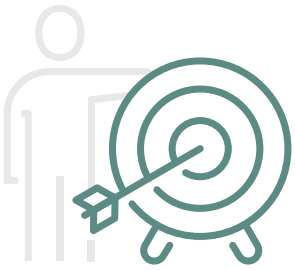
How You Give Direction

Delegation isn't just about task distribution; it's a strategic leadership skill. Your approach to giving direction and assigning work shapes trust, engagement, and productivity. This section analyses how your communication and behavioural style influences how effectively you delegate.



How You Show Up

- You provide clear direction upfront, what success looks like, where to focus, and where there's room to decide.
- You delegate outcomes, not just tasks, and trust others to work out the "how" while staying close enough to coach.
- You adjust your level of control based on the individual's readiness and the situation's complexity, not your own preferences.
- You're decisive when needed, but never rigid; if someone shows a better way, you're open to adjusting course.
- You use delegation as a way to build capacity, not offload work, seeing it as a leadership development tool, not just a time-saver.

Self-Reflection: Take a few moments to consider the following.

1. How clear am I when assigning responsibilities?
2. What tasks do I tend to hold on to too long?
3. How does my delegation style impact team confidence or autonomy?
4. What's my ratio of asking vs. telling when giving direction?
5. How do I tailor delegation based on individual needs and strengths?

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How You Make Decisions



Every leader brings a unique rhythm to decision making, some move quickly, while others seek input before committing. Your tendencies influence how clearly you decide and how others respond. This section explores your approach and the impact it has on team direction.

How You Show Up

- You balance speed and strategy, making decisions that are both timely and emotionally intelligent.
- You actively seek out different viewpoints to reduce blind spots and strengthen outcomes.
- You sense when people need more clarity or reassurance before committing to a decision.
- You remain steady under pressure, allowing others to feel secure even when choices are complex.
- You use emotional insight to communicate decisions in ways that inspire alignment and action.

Self-Reflection: Take a few moments to consider the following.

1. What patterns do I notice in how I approach big versus small decisions?
2. When do I feel most confident making a choice, and when do I hesitate?
3. How do I tend to involve others in the decision-making process?
4. What signals might I unintentionally send through the pace or style of my decisions?
5. How do my decisions shape the sense of clarity or uncertainty within the team?

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The Team Culture You Shape



Every leader sets a tone, consciously or not. The emotional environment you create impacts psychological safety, innovation, and team cohesion. In this section, we reveal the emotional signature of your leadership presence and its effects on the work culture around you.

How You Show Up

- You create a fast-paced, outcome-focused environment that values accountability and progress, but never at the expense of respect.
- You model consistency and fairness, so people know what to expect from you, even under pressure.
- You create psychological safety by addressing tension early and welcoming feedback, even when it's uncomfortable.
- You balance urgency with empathy, ensuring people feel supported while keeping standards high.
- You foster a culture where results matter, but so do relationships, learning, and trust.

Self-Reflection: Take a few moments to consider the following.

1. What emotions do I most frequently bring into the room?
2. How safe do people feel being honest or vulnerable with me?
3. What do I consistently role model, even unconsciously?
4. How do I create space for others to contribute openly?
5. What emotional tone do I want to cultivate more intentionally?

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How You Build Connection

Leadership is relational. Your ability to connect, listen, influence, and empathise forms the bedrock of collaboration. Here, we look at your social intelligence, how you show up in relationships and how others likely experience working with you.



How You Show Up

- You adapt your tone and message to suit the person and context, ensuring communication always lands with clarity and care.
- You build credibility through consistency and follow-through, making people feel safe to be honest with you.
- You navigate sensitive conversations with tact, never avoiding conflict but never escalating it needlessly either.
- You make people feel heard and understood, even when delivering tough feedback or holding the line.
- You know when to listen, when to challenge, and when to let silence do the work, your emotional radar is always on.

Self-Reflection: Take a few moments to consider the following.

1. How often do I genuinely listen to understand—not just respond?
2. How adaptable am I when speaking with different personality types?
3. Where might I unintentionally shut down open dialogue?
4. How do I build rapport and trust in small moments?
5. What helps me stay emotionally attuned in conversation?

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How You Handle Pressure

How you handle stress, especially under pressure, sets the emotional tone for your team. Whether you're calm or reactive, composed or consumed, your emotional regulation matters. This section explores your stress tolerance and how it influences your leadership effectiveness.



How You Show Up

- You stay calm and composed under pressure, modelling steadiness when others feel the strain.
- You treat setbacks as solvable problems, not personal failures, reframing stress into action.
- You know when to push through and when to pause, managing energy as strategically as time.
- You absorb pressure without passing it on, creating a buffer that protects your team's focus and morale.
- You use emotional cues, your own and others', as early warning signs to prevent burnout before it hits.

Self-Reflection: Take a few moments to consider the following.

1. What do I notice in my body or mindset when stress builds?
2. How do I recover after a challenging day or decision?
3. What habits help me stay emotionally grounded?
4. Where might I unintentionally pass on my stress to others?
5. How can I better support my team's resilience by managing my own?

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How You Approach Problems



Problems are inevitable, but your mindset shapes whether they become setbacks or stepping stones. How you define issues, involve others, and seek resolution affects both outcomes and morale. This section explores how you respond under pressure and guide problem solving within your team.

How You Show Up

- You address problems swiftly while also considering how they affect the team emotionally.
- You stay focused under pressure and invite diverse input to improve outcomes.
- You adapt your approach when emotional tensions arise, helping others stay engaged.
- You explain solutions clearly and calmly, ensuring people feel included and informed.
- You balance drive with empathy, resolving challenges while maintaining team cohesion.

Self-Reflection: Take a few moments to consider the following.

1. What is my first instinct when a problem arises; pause, act, or seek input?
2. How do I tend to define a problem before moving toward a solution?
3. When do I feel most effective in navigating complex or unclear situations?
4. How might my response to problems affect the energy or confidence of others?
5. What helps me stay open to different perspectives when tension or urgency is high?

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How You Manage Conflict



Conflict is inevitable in leadership, but how you handle it defines your maturity and influence. Are you a peacekeeper, a direct challenger, or an avoider? This part of the report explores your natural tendencies in conflict and how to use emotional intelligence to navigate it constructively.

How You Show Up

- You address issues early, directly, and with respect, avoiding drama without avoiding truth.
- You separate the problem from the person, ensuring conversations stay constructive, not personal.
- You hold firm on standards but remain open to perspectives that challenge your own.
- You encourage others to voice concerns, making conflict a tool for progress rather than something to fear.
- You defuse tension by remaining steady, fair, and emotionally grounded, even when emotions run high.

Self-Reflection: Take a few moments to consider the following.

1. What's my instinctive reaction when conflict arises?
2. What messages do I send when I avoid or suppress conflict?
3. When have I used conflict to create better alignment?
4. What does constructive disagreement look like on my team?
5. How do I balance assertiveness with openness?

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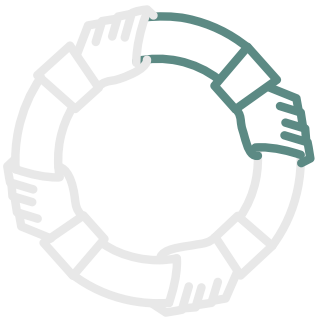
How You Lead Through Change



Change can disorient teams, but a steady leader brings clarity and courage. Your comfort with ambiguity and your ability to emotionally guide others through transitions are critical. This section assesses your change leadership style and the emotional signals you send during times of uncertainty.

How You Show Up

- You lead change from the front, clarifying the “why,” setting the pace, and staying visible throughout.
- You acknowledge uncertainty but focus attention on what can be influenced and achieved.
- You adapt plans quickly while maintaining direction, giving people confidence without false certainty.
- You listen to concerns without losing momentum, making space for emotions while keeping things moving.
- You turn change into a performance opportunity, setting goals that give people purpose, not just process.

Self-Reflection: Take a few moments to consider the following.

1. How do I usually respond to uncertainty or disruption?
2. What support do I offer when others feel unsettled by change?
3. How transparent am I when things are evolving?
4. What stories or messages am I telling during change moments?
5. What does “calm leadership” look like for me?

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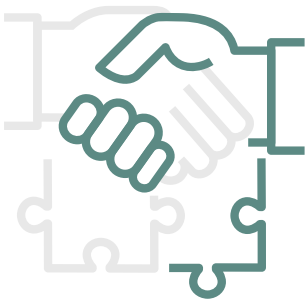
How You Follow Through



Ideas and energy are powerful, but without follow-through, they lose impact. Leaders set the example when it comes to discipline, accountability, and execution. Here, we explore how consistent, dependable, and results-focused you are, and how this affects team performance.

How You Show Up

- You do what you say, when you say, making your word one of your most powerful leadership tools.
- You track progress without micromanaging, holding others accountable through clear, timely check-ins.
- You make it easy for others to follow through by defining expectations and removing obstacles upfront.
- You close the loop on initiatives and conversations, and nothing gets left hanging or ignored.
- You treat follow-through as part of trust-building, not just task completion, your reliability drives team confidence.

Self-Reflection: Take a few moments to consider the following.

1. What commitments do I keep most reliably, and why?
2. Where might I be unintentionally dropping the ball?
3. How do I role model accountability for my team?
4. What tasks or projects need my renewed attention?
5. How do I manage my time and energy to follow through

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How You Coach Talent



Behind every great leader is a great coach. Whether you realise it or not, you're constantly coaching through your feedback, your listening, and your challenges. This section unveils your coaching style and how you empower, or inhibit, growth through your day-to-day leadership.

How You Show Up

- You coach with precision and purpose, zeroing in on what matters most, and helping others focus the same way.
- You use questions to build ownership, not dependency, guiding people to their own insights rather than giving answers.
- You challenge constructively, holding the bar high while showing belief in the person's ability to reach it.
- You blend feedback with encouragement, knowing people grow faster when they feel both supported and stretched.
- You coach in the moment, not just in formal settings, making development a daily part of how you lead.

Self-Reflection: Take a few moments to consider the following.

1. When do I coach, and when do I default to solving?
2. How often do I ask open-ended, growth-oriented questions?
3. Who could benefit from more coaching conversations right now?
4. What does "supportive challenge" look like in my leadership?
5. How do I grow my own coaching mindset?

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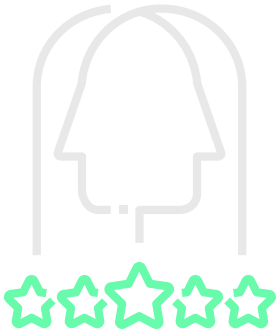
What Comes Next is Up to You



Sean, by now, you've explored how your behavioural patterns and emotional responses shape your leadership style. But insight alone isn't the goal, growth is. This final section invites you to pause, reflect, and ask: **What do I want to strengthen, shift, or try next?**

Leadership development isn't about fixing who you are, it's about building from it. Whether your next step is initiating a new habit, having a different kind of conversation, or challenging a long-held assumption, the path forward is yours to define. Use the prompts and tips that follow to choose one small, intentional shift, and turn awareness into meaningful action.

Questions to Explore

- When have you used your decisiveness to uplift rather than override others?
- How does your confidence influence how others step forward, or hold back?
- Where might emotional clarity enhance the strength of your leadership voice?

Shifts to Experiment With

- Pause to check for emotional alignment before delivering key decisions.
- Share the reasoning behind a directive to encourage buy-in, not just compliance.
- Ask, "What do you need from me right now?" to build stronger follow-through.

Signals to Pay Attention To

- Your speed and certainty can unintentionally silence input, stay alert to pauses.
- Even well-intended pressure can cause disengagement if emotions are overlooked.
- Influence is stronger when people feel understood, not just directed.

A Thought to Take with You

"Leadership isn't just about direction, it's about how others experience your direction."

Strengthen What Works · Shift What's Holding You Back · Try What Moves You Forward

Change doesn't happen by accident—it happens through intention and practice. One-off insights can be powerful, but lasting growth comes from applying those insights deliberately, over time. The next page helps you reflect with purpose and act with clarity. Use the model on the next page to anchor your thinking. Be specific. Think real behaviours, real moments.

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Your Reflection Space

Whatever comes to mind, big or small, is worth capturing

Strengthen - What's working well?

What did I do this week that I'm proud of?

Where did I lead effectively, and why?

How can I apply this strength more deliberately?

Shift - What needs adjusting?

What didn't go as I'd hoped?

What triggered a response I want to improve?

What would I handle differently next time?

Try Next - What's one small, specific action I'll take next?

What will I practise this week?

When will I do it?

How will I know it's working?

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