



Armored Leadership

Daring Leadership

1 Being a knower & being right	○ ○ ● ● ● ● ● ●	Being a learner & getting it right
2 Tapping out of hard conversations	○ ○ ● ● ● ● ● ●	Leaning into vulnerability & skilling up for hard conversations
3 Using shame & blame to manage	○ ○ ● ● ● ● ● ●	Using empathy, accountability, & learning
4 Fostering a scarcity- driven culture	○ ○ ● ● ● ● ● ●	Committing to & modeling “enoughness”
5 Professing values	○ ○ ● ● ● ● ● ●	Practicing values
6 Driving “fitting in”	○ ○ ● ● ● ● ● ●	Cultivating belonging
7 Leading for compliance & control	○ ○ ● ● ● ● ● ●	Leading for commitment & shared purpose
8 Leading reactively	○ ○ ● ● ● ● ● ●	Leading proactively & strategically
9 Resisting change	○ ○ ● ● ● ● ● ●	Accepting and embracing change
10 Getting owned by failures & setbacks	○ ○ ● ● ● ● ● ●	Owning our failures & setbacks
11 Perceiving leadership as being served by others	○ ○ ● ● ● ● ● ●	Understanding that leadership means serving others

