

Leading with the Head

Curiosity - Curious leaders acknowledge and accept that we do not know everything. We seek to learn, to challenge assumptions and rethink what we thought we knew.

Wisdom - We use wisdom to assess what is known and unknown, weigh up risk and reward, and search for data or evidence before determining the best possible path forward.

Perspective - Leading with perspective allows us to 'read the room' and see a few steps ahead to understand the implications of decisions before weighing up the best way forward.

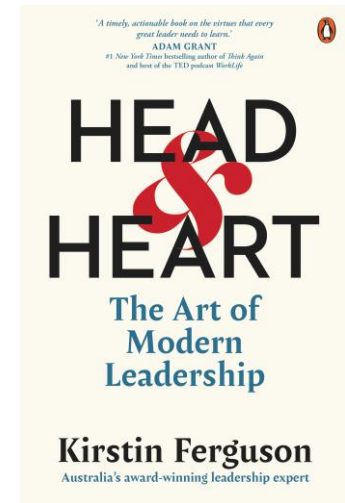
Capability - We are not only capable in our roles, and believe we are capable, but we are committed to building family trees of capable leaders too.

“Everyone is a leader in their homes, communities and roles.”

“The key to mastering the art of modern leadership is knowing what is needed and when.”

Tips

- Bureaucracy, fear, time in role and assumptions can all prevent us from leading with **curiosity**
- Cognitive biases, excessive data seeking, and the fact we are much better giving advice to others than ourselves (Solomon Paradox) can prevent us from making **wise decisions**
- Leading with **perspective** can be strengthened by flexible thinking, zooming out to consider different perspectives and seeing solutions through
- Calibrate your **Word-to Wisdom ratio** to ensure you are helping develop other leaders and not taking up all the space yourself



Leading with the Heart

Humility - We welcome new ideas and appreciate the contributions of others without seeing it as a weakness as we know we don't know everything.

Self-awareness - We understand the impact we have on those around us and have the willingness and ability to challenge or change what doesn't feel right.

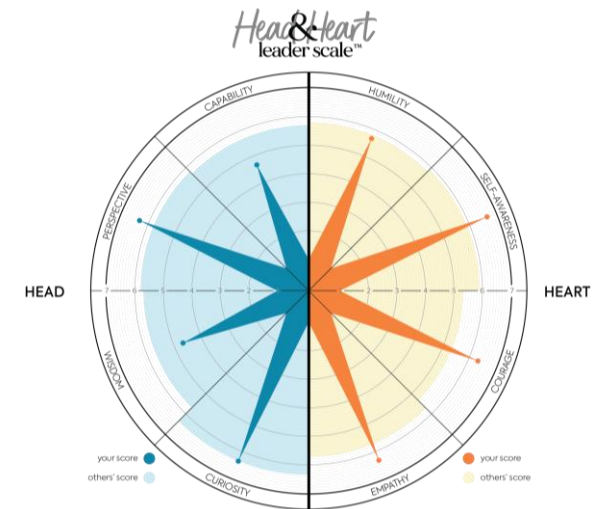
Courage - We speak up for what we believe in, even under pressure from others not to do so, we create cultures where others feel empowered to do the same.

Empathy - We can put ourselves in the shoes of others without taking on those feelings ourselves.

“Leadership is simply a series of moments, and every moment offers the opportunity for us to have a positive impact on those around us.”

Tips

- We can demonstrate **humility** by saying “I don't know ...yet”, using questions to learn rather than win, and holding our convictions lightly
- 95% of us believe we are **self-aware** while only 10-15% of those we lead would agree. This is why seeking and embracing feedback is so important
- We can all role model everyday acts of **courage** such as accepting a promotion we don't feel ready for, offering and receiving feedback, and sharing a different perspective
- **Empathy** is distinct from sympathy, compassion or pity - it allows us to appreciate that others may have vastly different life experiences than our own



Head & Heart Leader Scale
www.headheartleader.com