

THE 4 META FACTORS

CORE LEADERSHIP STRENGTHS		Under-Developed Traits	Commendable Traits	Over-Used Traits
WISDOM:HEAD FACTS ▶ JUDGMENT	PERSPECTIVE Conduct adequate research	Illogical Subjective Irrational Unrealistic	Logical Objective Rational Realistic	Robotic Scrutinizing Skeptical Paranoid
	FOCUS Prioritize important work first	Aimless Reactive Careless Undiscerning	Purposeful Mindful Selective Discerning	Intolerant Stoic Restrictive Critical
	DILIGENCE Produce high-quality work	Unproductive Undisciplined Inconsistent Nonchalant	Productive Disciplined Consistent Conscientious	Workaholic Obsessive Rigid Meticulous
HUMANITY:HEART PEOPLE ▶ HARMONY	LIKABILITY Make a favorable social impression	Unapproachable Unappreciative Indifferent Intense	Approachable Appreciative Generous Friendly	Permissive Flattering Indulgent Flippant
	EMPATHY Show compassion for others	Restless Rejecting Disrespectful Blaming	Patient Accepting Respectful Forgiving	Lenient Idolizing Submissive Excusing
	TRUST Build relationships with respect	Boastful Fickle Superficial Unreliable	Humble Loyal Authentic Reliable	Minimizing Resigned Transparent Compliant
COURAGE:GUT ACTION ▶ JUSTICE	CONFIDENCE Exhibit appropriate self-assurance	Insecure Indecisive Uncertain Passive	Self-Assured Decisive Certain Assertive	Arrogant Dismissive Defensive Aggressive
	BOLDNESS Willing to navigate risk	Timid Cautious Unengaged Slack	Brave Adventurous Passionate Tenacious	Reckless Destructive Antagonistic Stubborn
	INTEGRITY Embody sound ethical principles	Secretive Biased Unethical Political	Honest Fair Ethical Honorable	Blunt Self-Righteous Strict Condescending
RESILIENCE:SPIRIT IDEAS ▶ PURPOSE	OPENNESS Receptive to changing circumstances	Unreceptive Complacent Inflexible Inattentive	Receptive Curious Flexible Alert	Chaotic Scattered Erratic Impulsive
	INSPIRATION Have a common sense of purpose	Myopic Uninspiring Apathetic Pessimistic	Visionary Compelling Enthusiastic Optimistic	Grandiose Overzealous Hyperactive Gullible
	CREATIVITY Create imaginative ideas	Uninventive Calculated Unimaginative Dependent	Ingenious Intuitive Innovative Resourceful	Eccentric Opinionated Opportunistic Mischievous