

VERSATILE LEADERSHIP

OPTO ASPECTS

STRENGTHS

CHALLENGES

When Managerial Aspect dominates

COMPASSIONATE ASSERTIVENESS

A strong balance between being convincing and taking charge, while also knowing when to step back and make room for others.

Assertiveness: The degree to which one takes the lead.

Altruism: The degree to which one is supportive.

- ✓ Fosters an inclusive work environment
- ✓ Builds respect and motivation
- ✓ Inspires others to follow their lead

- Keep the balance: not too lenient nor too strict.
- Set reminders to actively listen before asserting own opinions in meetings
 - Know how to ask for results while remaining supportive.

SERENE DRIVE

A strong balance between thriving with a fast pace while also staying cool headed.

Drive: Commitment to ensuring progression.

Stability: The degree to which one keeps composure.

- ✓ Maintains team morale during stressful situations
- ✓ Provides a stable work environment
- ✓ Encourages persistence and resilience

- Keep the balance: not too complacent nor too pushy.
- Develop routines that include regular check-ins with the team to assess their stress levels and adjust pace accordingly
 - Know how to manage stress and maintain calm under pressure while still expecting results.

HUMBLE CONFIDENCE

A strong balance between feeling confident in social situations while also being genuine.

Confidence: The degree to which one is self-assured.

Sincerity: The degree to which one is genuine and honest.

- ✓ Promotes a realistic and optimistic outlook
- ✓ Builds credibility and trust
- ✓ Encourages continuous honest reflection

- Keep the balance: not too truthful nor too arrogant.
- Seek regular feedback from others to ensure that confidence is not perceived as arrogance
 - Talk about your own flaws and failures openly without risking undermining yourself.

CO-INGENUITY

A strong balance between challenging the existing while also trusting in what other people say.

Ingenuity: The degree to which one has original ideas.

Trust: Belief in the honesty of others.

- ✓ Enhances innovation and creative problem-solving
- ✓ Fosters a culture of collaboration
- ✓ Utilises team strengths effectively

- Keep the balance: not too naïve nor not too challenging.
- Exercise team planning when implementing new ideas.
 - Delegate key tasks and follow up with support rather than micromanagement
 - Know how to push your own ideas while still believing in the ideas of others.