

OPTO Aspect <small>Identify Aspects with high scores on page 5 of your OPTO Leadership Report.</small>	Core Quality and Potential Pitfall <small>The overextension of your core quality.</small>	Recognise Your Challenge <small>The positive opposite of your pitfall.</small>	Identify Your Allergy <small>The behaviour in others that you strongly react against, or your own behaviour when your challenge is being exemplified too far.</small>
Assertiveness	<ul style="list-style-type: none"> ✓ Takes charge, influences decisions. ● Dominating, overbearing. 	<ul style="list-style-type: none"> * To mitigate the pitfall, develop empathy and collaborative skills 	<ul style="list-style-type: none"> ⚠ Do you react strongly against indecisiveness and passivity in others?
Communication	<ul style="list-style-type: none"> ✓ Expressive, captivates attention. ● Overcommunicating, disturbing others. 	<ul style="list-style-type: none"> * To mitigate the pitfall, practice active listening and concise communication. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against lack of communication or reticence in others?
Confidence	<ul style="list-style-type: none"> ✓ Self-assured, enjoys public attention. ● Overconfidence, arrogance. 	<ul style="list-style-type: none"> * To mitigate the pitfall, cultivate humility and openness to feedback. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against self-doubt or a lack of confidence in others?
Stability	<ul style="list-style-type: none"> ✓ Keeps cool under pressure, composed. ● Indifferent, detached, unemotional. 	<ul style="list-style-type: none"> * To mitigate the pitfall, train your emotional expressiveness. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against emotional volatility and unpredictability in others?
Stress Management	<ul style="list-style-type: none"> ✓ Handles high pressure well, remains calm. ● Ignoring stress, underestimating need for support. 	<ul style="list-style-type: none"> * To mitigate the pitfall, practice stress awareness and self-care. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against panic or high anxiety in others?
Altruism	<ul style="list-style-type: none"> ✓ Supportive, concerned for others. ● Overly self-sacrificing, getting overinvolved in other's problems. 	<ul style="list-style-type: none"> * To mitigate the pitfall, set boundaries and practice self-care. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against selfishness and lack of consideration in others?
Networking	<ul style="list-style-type: none"> ✓ Sociable, builds strong relationships. ● Difficulties with autonomous tasks, overextending social ties. 	<ul style="list-style-type: none"> * To mitigate the pitfall, focus on deeper meaningful connections and prioritise time with yourself. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against isolation and poor networking skills in others?
Trust	<ul style="list-style-type: none"> ✓ Believes in others' honesty, trusts easily. ● Naivety, risks being taken advantage of. 	<ul style="list-style-type: none"> * To mitigate the pitfall, balance trust with discernment, develop critical thinking. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against cynicism, and distrust in others?
Drive	<ul style="list-style-type: none"> ✓ High energy, relentless pursuit of goals. ● Overworking, impatience, overwhelming to others. 	<ul style="list-style-type: none"> * To mitigate the pitfall, cultivate patience and slowing down. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against laziness and a lack of ambition in others?
Goal Orientation	<ul style="list-style-type: none"> ✓ Strong focus on achieving results. ● Tunnel vision, neglect of other important aspects, unrealistic expectations. 	<ul style="list-style-type: none"> * To mitigate the pitfall, develop broader perspectives, balance goals with team well-being. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against a lack of focus and goal ambiguity in others?
Industriousness	<ul style="list-style-type: none"> ✓ Diligent, disciplined. ● Perfectionism, workaholism, frustrated by slowdowns in workflow. 	<ul style="list-style-type: none"> * To mitigate the pitfall, learn to let go, accept imperfections. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against procrastination and a lack of discipline in others?
Structure	<ul style="list-style-type: none"> ✓ Organized, methodical. ● Inflexibility, resistance to change. 	<ul style="list-style-type: none"> * To mitigate the pitfall, develop adaptability, embrace innovation. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against disorganization and chaos in others?
Quality Assurance	<ul style="list-style-type: none"> ✓ Thorough, attention to detail. ● Micromanaging, excessive focus on minutiae. 	<ul style="list-style-type: none"> * To mitigate the pitfall, focus on the big picture and evaluate which details are less important. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against carelessness and overlooking details in others?
Dutifulness	<ul style="list-style-type: none"> ✓ Conscientious, reliable. ● Rigidity, difficulty saying no. 	<ul style="list-style-type: none"> * To mitigate the pitfall, learn to prioritise and decline tasks and responsibility more often. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against irresponsibility and unreliability in others?
Sincerity	<ul style="list-style-type: none"> ✓ Genuine, honest. ● Bluntness, overlooking the need for diplomacy over straightforwardness. 	<ul style="list-style-type: none"> * To mitigate the pitfall, cultivate tact and diplomacy. Learn when it is best not to speak. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against dishonesty and manipulation in others?
Intellect	<ul style="list-style-type: none"> ✓ Curious, seeks knowledge. ● Analysis paralysis, overly theoretical, using too much time investigating. 	<ul style="list-style-type: none"> * To mitigate the pitfall, apply practical solutions, balance theory with action. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against anti-intellectualism and a lack of curiosity in others?
Problem Solving	<ul style="list-style-type: none"> ✓ Thrives on complexity, confident in abilities. ● Overcomplicating issues, underestimating consequences of complexity. 	<ul style="list-style-type: none"> * To mitigate the pitfall, simplify where possible, involve others in problem-solving. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against simplistic thinking or avoidance of complexity in others?
Adaptability	<ul style="list-style-type: none"> ✓ Easily adjusts to change, embraces new experiences. ● Overloading others with change, change for the sake of change. 	<ul style="list-style-type: none"> * To mitigate the pitfall, maintain consistency and evaluate the need for change. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against resistance to change and rigidity in others?
Ingenuity	<ul style="list-style-type: none"> ✓ Creative, innovative, challenges the status quo. ● Unpredictability, disrupts unnecessarily. 	<ul style="list-style-type: none"> * To mitigate the pitfall, balance creativity with practicality and consider challenges to others. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against conformity and an aversion to new ideas in others?
Risk Taking	<ul style="list-style-type: none"> ✓ Bold, adventurous, willing to take risks. ● Recklessness, taking uncalculated risks. 	<ul style="list-style-type: none"> * To mitigate the pitfall, develop risk assessment skills, balance boldness with caution. 	<ul style="list-style-type: none"> ⚠ Do you react strongly against risk aversion and over-cautiousness in others?