

## PRACTICAL EXAMPLES OF OPTIMISED LEADERSHIP

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### 1. Executive Well-Being

Measures resilience and social confidence.

#### *High Level Example*

**Amira is a CFO** in a global firm overseeing multiple departments across time zones. The company is preparing for an IPO, and the pressure is mounting. Everyone is pulling long hours, and decisions are made at a rapid pace. Amira knows her team is looking to her to stay focused, energised, and emotionally steady.

Instead of pushing through without pause, she makes it a priority to role-model self-care. She schedules “think time” into her calendar and takes brief walks between high-stakes meetings. When one of her direct reports suggests skipping lunch to meet a deadline, she replies calmly, “We’re more valuable when we’re well. Let’s refocus after a break.”

In a leadership meeting, Amira notices the energy dipping and suggests a reset: “Let’s pause for five minutes - check in with yourself, and then we’ll come back stronger.” Her tone is never dramatic, but always grounded. These small moments build trust.

Amira’s ability to stay present, calm, and energised despite pressure helps the team navigate the IPO preparation with less burnout and more resilience. Her presence is a stabilising force, and people start adopting similar habits, creating a healthier culture.

#### *Growth Example*

**Erik is an operations lead** in a fast-paced logistics company. He’s known for being hands-on and always available, but recently, something feels off. He seems tense, easily flustered, and hesitant in meetings. Colleagues notice he’s more reactive - almost waiting for others to step in and decide. He works 12-hour days, skips breaks, and answers emails past midnight. “Sleep is for later,” he often says, half-joking.

When a colleague gently mentions that the team is feeling anxious, Erik takes it personally. “That’s just how things work around here - why can’t they handle it? What if my manager starts questioning me too?” Instead of addressing the concern, he begins to doubt himself even more.

Privately, Erik feels like he’s not quite standing in his role. He hesitates to make calls, worries about how he’s perceived, and second-guesses his instincts. He’s caught in a loop of pressure and self-doubt - and the team feels the ripple effect.

After receiving a low score in Executive Well-Being on his OPTO Leadership report, Erik realises it’s not just about stress - it’s about not feeling secure in his leadership identity. The report highlights that leaders with strong Executive Well-Being appear confident, grounded, and clear in direction - a pillar others can lean on. It’s a wake-up call.

Erik begins a quiet shift. He blocks time for reflection before big decisions, starts trusting his own judgement more, and reminds himself that leadership isn't about having all the answers - it's about providing steadiness. He tells his team, "I've been second-guessing myself more than I realised. I'm working on leading from a clearer place."

As he regains composure and belief in himself, his team also starts to settle. One colleague remarks, "You seem more sure of yourself - and it helps us feel more confident too."

## 2. Sociability

Measures social strength and relationship-building.

### High Level Example

**Diego is a commercial director** in a fast-paced, multicultural sales organisation. His team is spread across several regions and time zones, but Diego manages to create a strong sense of energy and cohesion across the whole group.

He leads weekly all-team video meetings with over 25 participants, and still manages to make everyone feel involved. He opens with upbeat check-ins and uses humour and storytelling to set a positive tone. Even across screens, Diego knows how to read the virtual room. He keeps engagement high by rotating hosts, inviting opinions from quieter regions, and regularly summarising shared wins to build momentum.

During company-wide events or client briefings, Diego is just as effective. He speaks with ease, connects quickly with large audiences, and represents his team with natural confidence. One colleague described him as "someone who makes big rooms feel small—and inclusive."

Diego doesn't just know how to relate—he knows how to rally and represent. His sociability helps create an open, connected culture where people feel part of something bigger than themselves.

### Growth Example

**Helen is a senior finance executive** known for her precision and reliability. She communicates mostly through email and keeps meetings tightly structured. In larger team or department meetings, she tends to focus only on the numbers and avoids open discussions. While respected for her expertise, she's often perceived as distant or disengaged - especially by newer or more junior staff.

On her OPTO Leadership report, Helen scores low in Sociability. At first, she brushes it off: "I'm not here to entertain people - I'm here to deliver results." But the report challenges that view, pointing out that sociability isn't only about being extroverted - it's about creating connection, inclusion, and visibility in group settings.

Helen begins making deliberate changes. She starts team-wide meetings with a short shared highlight from the week and rotates who facilitates discussion. She makes a point

to acknowledge different departments publicly and encourages open-floor contributions, even when it slows the agenda.

At a quarterly all-hands meeting, Helen volunteers to present a business update - a task she previously avoided. She prepares by rehearsing with a colleague, and during the presentation, she opens with a light anecdote and ends by thanking three cross-functional teams by name.

It's not effortless yet, but the shift is felt. Team members say the atmosphere is "less rigid" and "more human." Helen learns that Sociability isn't about charm - it's about showing up, being seen, and helping others feel part of the group.

### 3. Grounded Support

Measures composure, understanding, and appreciation towards others.

#### High Level Example

**Tomáš is head of engineering** in a rapidly growing tech firm. His team is facing tight deadlines for a product launch, and the pace is intense. One afternoon, during a status meeting, Tomáš notices that a usually engaged team member, Laila, seems withdrawn and as if irritated or upset.

Instead of ignoring it, Tomáš ends the meeting early and reaches out to Laila privately. "I sensed something might be off today. How are you doing?" Laila initially hesitates but eventually shares that she's overwhelmed by personal and work pressures. Tomáš listens without interrupting. He doesn't offer instant fixes. Instead, he asks questions respectfully ends off by saying, "Thanks for being honest. Let's look at how we can adjust things - and keep the team from burning out."

That week, Tomáš invites the team to a candid conversation about mental load. He shares his own experience of emotional strain earlier in his career, and they collectively agree to introduce more flexible timelines and a buddy check-in system. The atmosphere becomes more open overnight.

Tomáš's willingness to pause, listen, and normalise emotion strengthens team trust. He doesn't just manage the work - he sees and supports the people behind it.

#### Growth Example

**Nina is a product leader** who is result-driven and thrives on strategy and clarity. She's respected for her intellect and decisiveness, she is liked throughout the organisation in general, but her team finds her emotionally distant. During meetings, she jumps straight to numbers. When a team member shares frustration or fatigue, she finds it difficult to know how to react.

After receiving a low match in Grounded Support on her OPTO+ Leadership report, Nina reflects: "I care about my team, but maybe I'm not showing it in the ways that matter." The

feedback highlights that empathy is not just about being kind - it's about creating space for people to feel heard and safe.

Nina starts experimenting. Instead of launching directly into tasks, she begins meetings with a simple, "How's everyone doing today?" She schedules short one-on-one check-ins - not to discuss performance, but to build rapport. When a developer expresses feeling overloaded, Nina surprises him by listening attentively and adjusting expectations.

It doesn't happen overnight, but the shift is noticeable. Team members begin to open up more, and collaboration improves. Nina learns that *empathy isn't about having all the answers - it's about being present enough to ask the right questions.*

## 4. Self-Regulation

Measures stability, diligence, and control over emotions.

### High Level Example

**Lina is a plant manager** overseeing high-volume production under tight delivery deadlines. When equipment failure delays a critical order, the room fills with frustration. Technicians argue, supervisors scramble, and the pressure builds.

Lina walks onto the floor with a calm expression. She assesses the scene, then gathers the key people for a 10-minute huddle. "Let's breathe, step back, and map what we know. No blame - we're in solution mode." Her voice is steady, her gestures slow and intentional. The emotional temperature drops immediately.

Once, they have worked out what to do, Lina rolls up her sleeves and does not lose focus of their common goal. Even though she was in the middle of another task just before the huddle, she is able to put that aside and focus on what she feels the situation calls for, and what is expected of her by the others.

Lina's emotional self-regulation helps her team stay focused and professional - even under pressure. Her leadership is felt not in loud statements, but in the clarity and control she brings when others are losing theirs.

### Growth Example

**Raymond is a creative director** with bold ideas and a dynamic personality. He gets many ideas and is easily inspired by other's ideas and input. But he also gets very affected if he feels that his team is not on the same page as him. He has a tendency to interrupt others in meetings, raise his voice when frustrated, and frequently changes direction. But he is also great at celebrating accomplishments, and sometimes he gets carried away by his ideas and positive emotions. His team is exhausted by the unpredictability.

The OPTO+ Leadership report shows a low match in Self-Regulation. At first, Raymond brushes it off - "That's just passion, right?" But after reading the feedback and hearing a

colleague quietly admit, “We never know which version of you we’re getting,” Raymond begins to reconsider.

He starts using a journaling app to track his emotional triggers. And he get’s help from a business coach to reflect on his own feelings and behaviour. Before meetings, he states to himself his intentions to stay curious and listen before he speaks. He learns to take three deep breaths before responding to difficult feedback.

Raymond begins to experience leadership as less chaotic and more strategic. His team notices the change too. “It feels safer to speak up now,” one member says. With small behavioural shifts, Raymond begins building the emotional control that allows his creativity to shine without leaving a wake of tension behind.