

Strategic, yet people focussed

Challenging, yet providing psychological safety

Director, yet co-creator

Compassionate, yet with high expectations

Courageous, yet vulnerable

Open to influence, yet with purposeful intent

Focussed, yet open to ambiguity and flexibility

PARADOX OF

yet



fearsome





enmeshed





**FEROCIOUS**



**WARMTH<sup>®</sup>**





# PSYCHOLOGICAL Safe

“shared belief held by members of a team that the team is safe for interpersonal risk-taking.”

Psychological safety is “a sense of confidence that the team will not embarrass, reject or punish someone for speaking up.”

Professor Amy Edmondson  
Harvard Business School





**FEROCIOUS**

Results  
Driven

Relationship  
Driven

Fearsome

Ferocious  
Warmth

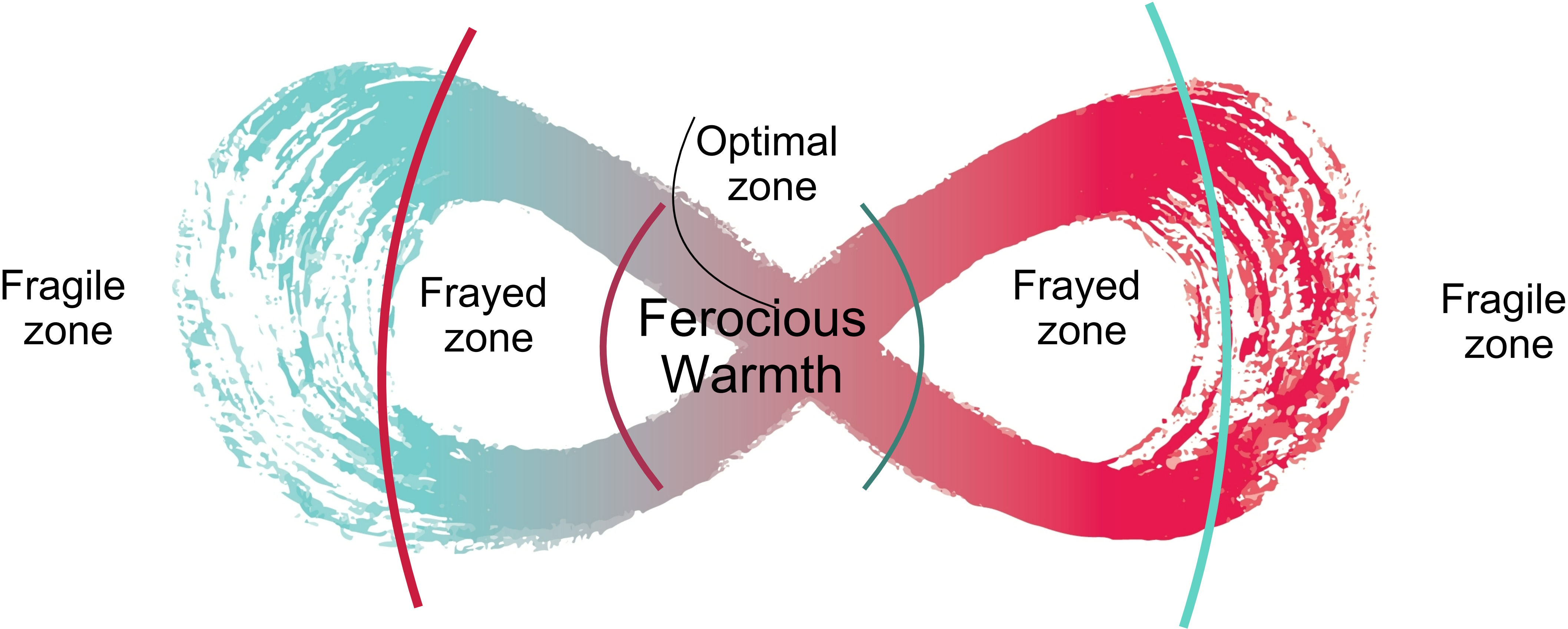
Enmeshed

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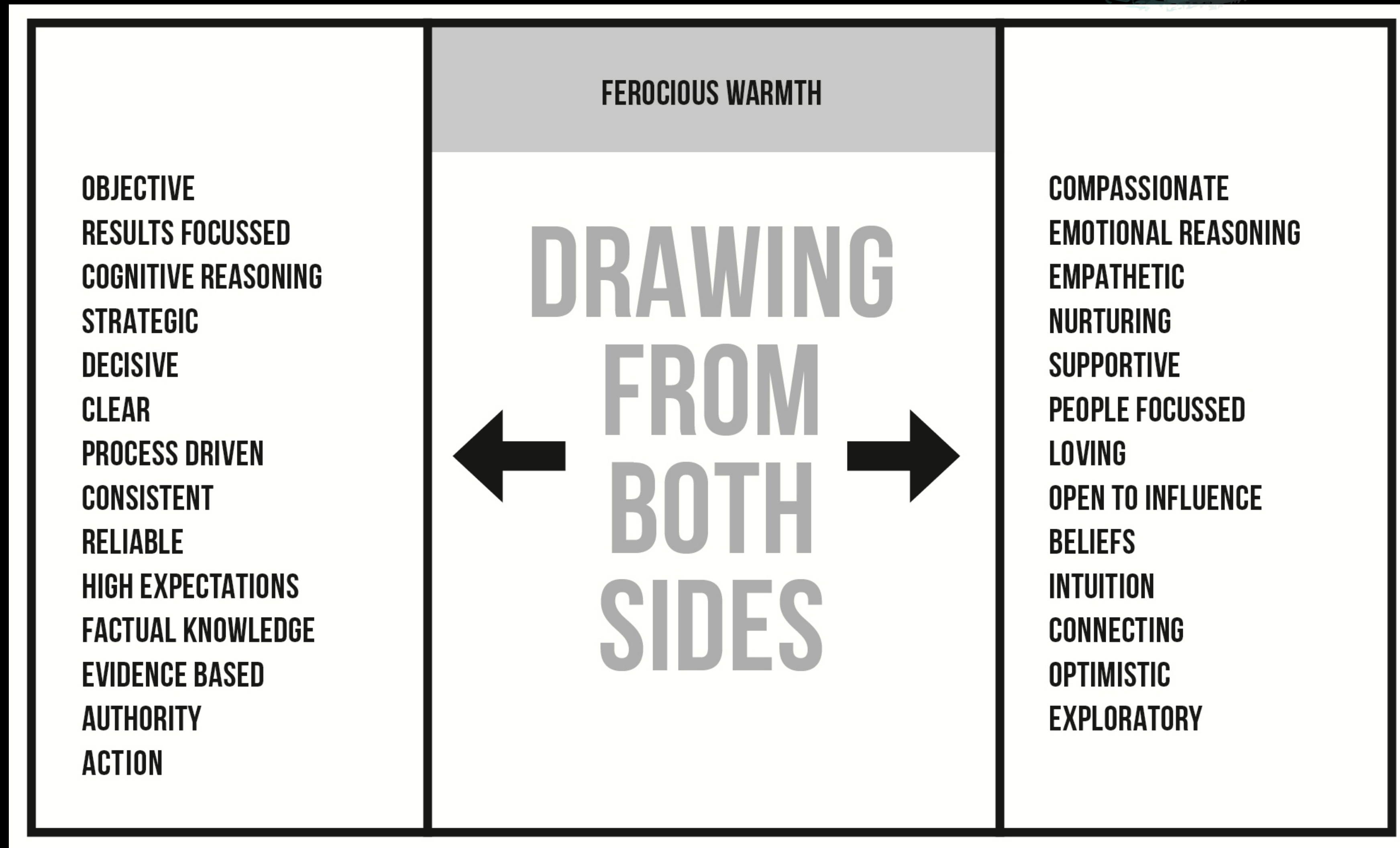
# Ferocious Warmth Awareness Zones



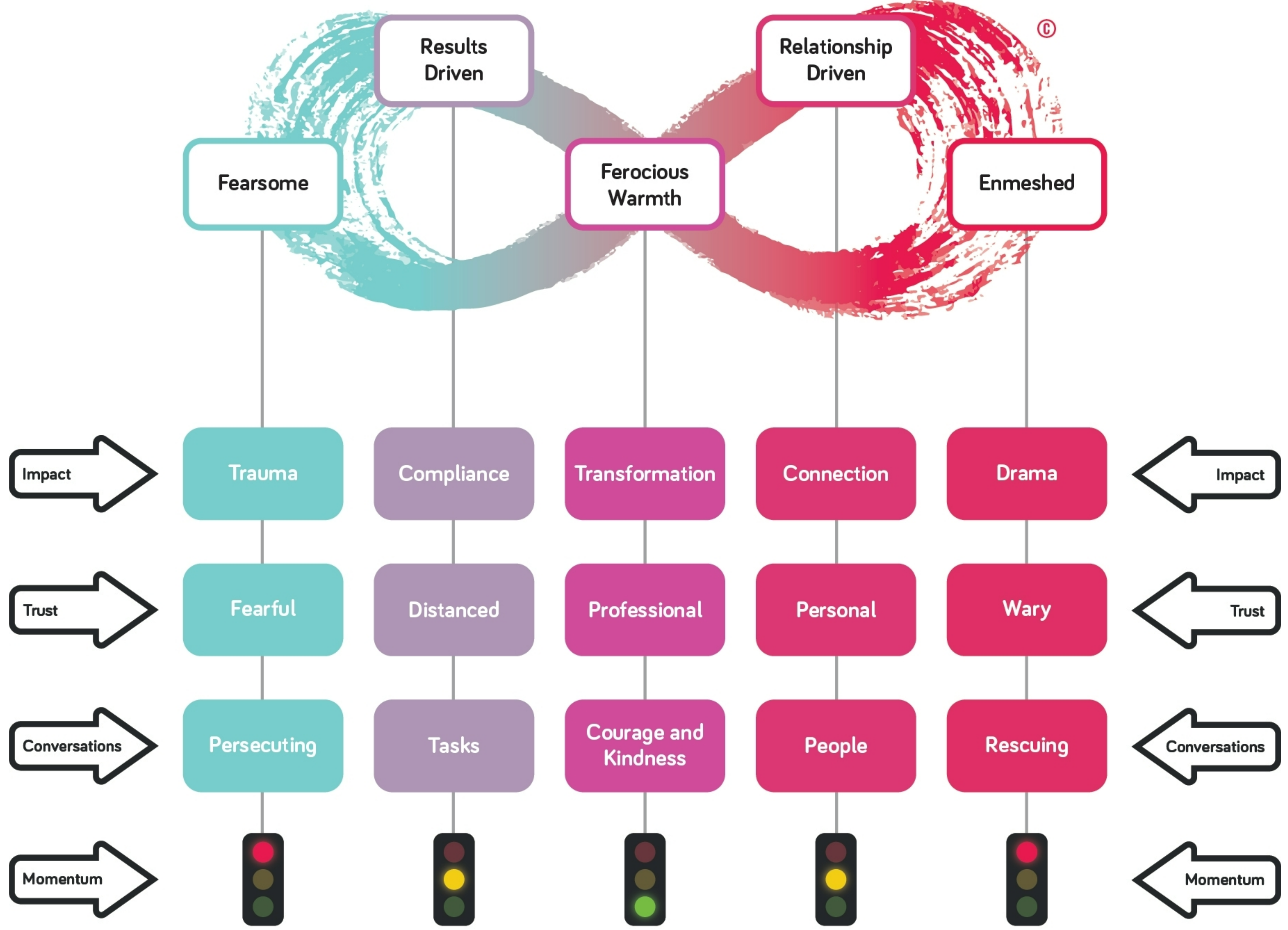
Fearsome Results Driven Ferocious Warmth Relationship Driven Enmeshed



# ferocious Warmth









# HOME PLAY

With a colleague :

Describe a time you have been out of balance for.

Which way did you lean?

What was the impact on others and on yourself?

What were your triggers?

What did you do to re-calibrate back into balance?

Key: Self awareness; self care; self management





IMET NEEDED



CK OF CONNECT



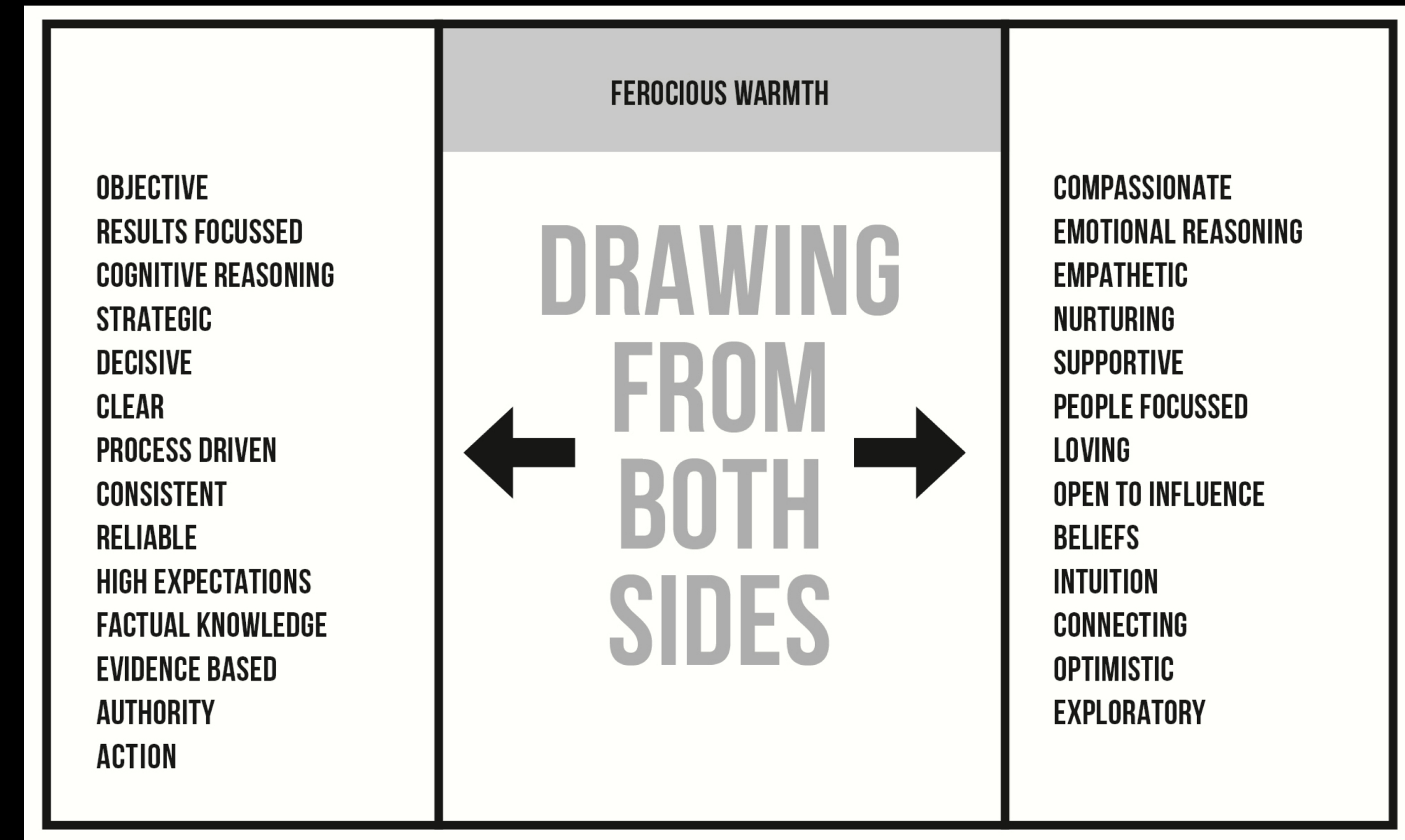
# HOME PLAY

Identify at least 6 of your top strengths.

Share stories where you have needed to draw on this strength heavily.

What do you notice about head and heart strengths and how they interplay?

Are there other strengths that you need to develop further?







Head

# Strengths



Heart

Objective  
Results Focused  
Cognitive Reasoning  
Strategic  
Clear  
Reliable  
High Expectations  
Outcome Focused  
Knowing  
Open to Influence with Evidence  
Challenge with Curiosity  
Pragmatic

Compassionate  
Emotional Reasoning  
Nurturing  
Supportive  
Empathetic  
Loving  
Open  
Open to Influence with Connection  
Values Driven  
Whole Hearted  
Optimistic  
Trusting







Head

# Strengths and shadows



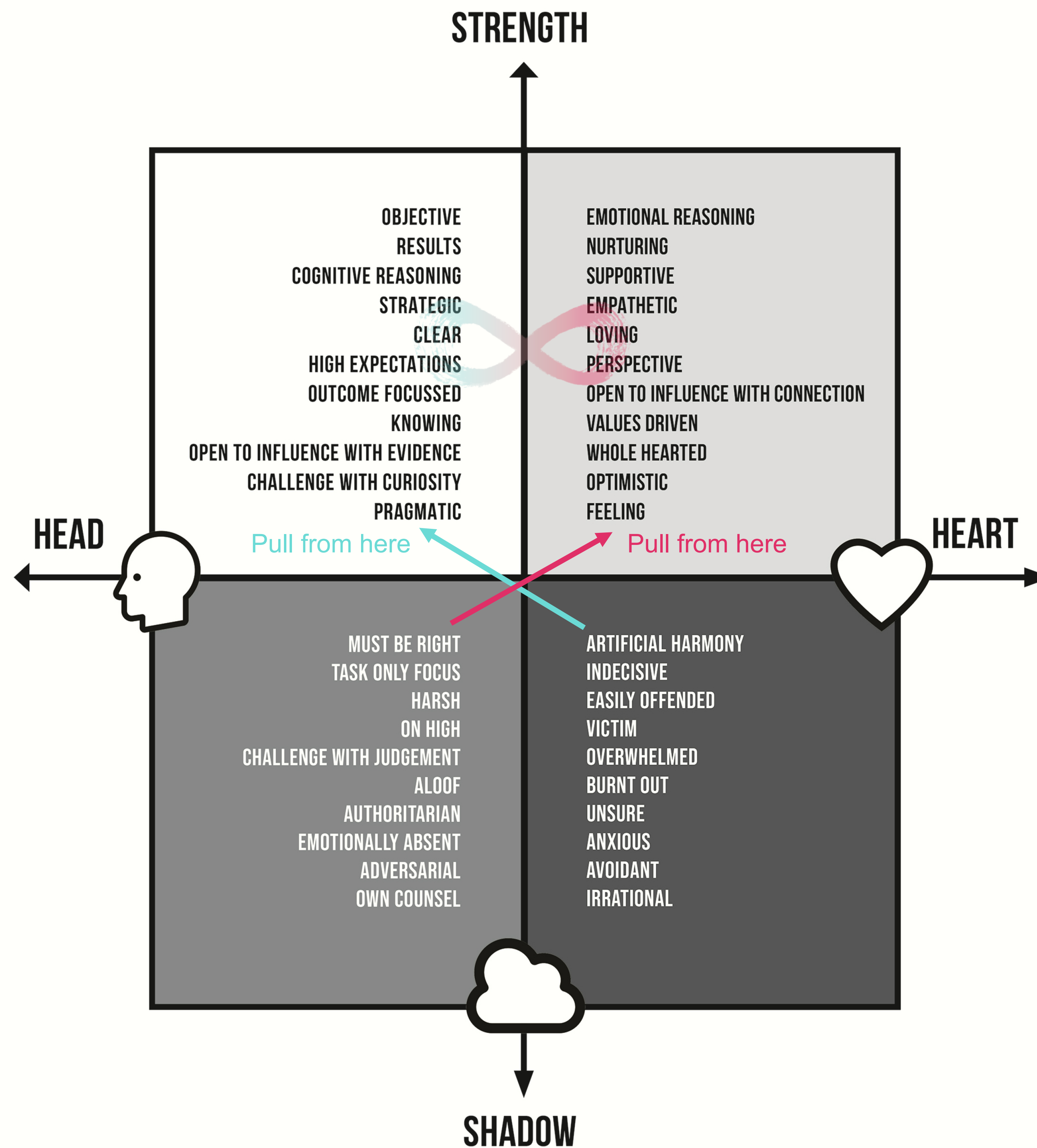
Heart

<del>Objective</del>	Aloof	Compassionate	Easily Offended
<del>Results Focused</del>	Task Only Focus	Emotional Reasoning	Irrational
<del>Cognitive Reasoning</del>	Emotionally Absent	<del>Nurturing</del>	Victim
<del>Strategic</del>	On High	Supportive	Artificial Harmony
<del>Clear</del>	Harsh	Empathetic	Avoidant
Reliable	Inflexible	<del>Loving</del>	Easily Manipulated
<del>High Expectations</del>	Demanding	<del>Open</del>	Over Sharing
<del>Outcome Focused</del>	Closed	<del>Open to Influence with Connection</del>	Indecisive
<del>Knowing</del>	Must Be Right	Values Driven	Overwhelm
<del>Open to Influence with Evidence</del>	Own Counsel	Whole Hearted	Burnout
<del>Challenge with Curiosity</del>	Challenge Without Cause	<del>Optimistic</del>	Naive
Pragmatic	Adversarial	<del>Trusting</del>	Gullible











**FEROCIOUS**

Results  
Driven

Relationship  
Driven

Fearsome

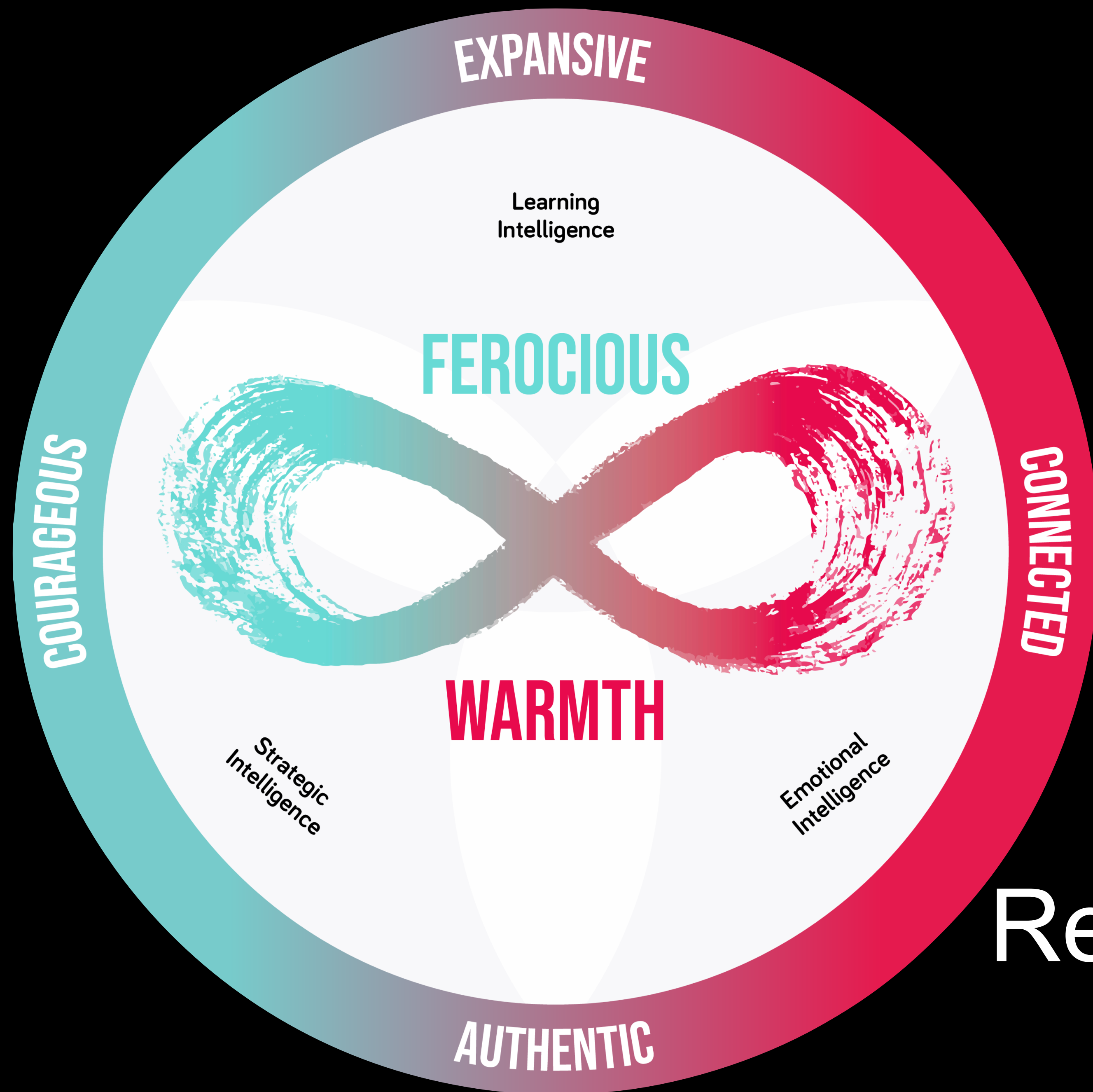
Ferocious  
Warmth

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Ferocious

warmth  
leadership

Head AND Heart  
Results AND Relationships