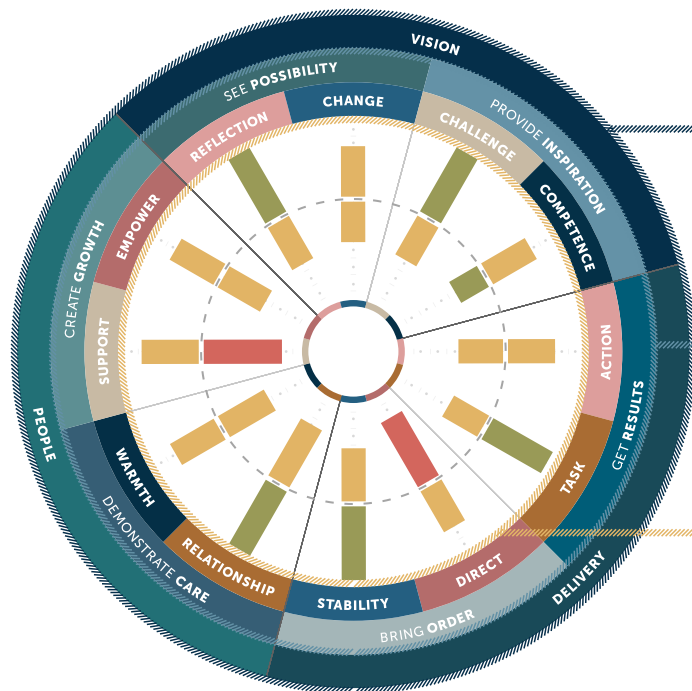


# THE LEADERSHIP KEY POLARITY INDICATOR

Navigating polarities is a vital competency in today's complex world. Knowing how to harness the creative tension in competing values by holding a "Both/And" mindset and skillset supports leaders to be wiser in the midst of complexity, braver to ask different questions in a polarized world, and more effective when leading transformation. Most importantly, it enables them to see themselves and others more fully — increasing their capacity to lead and live with greater consciousness, courage, and compassion.

The Leadership Key Polarity Indicator (KPI) was created to help individuals and teams deepen their awareness and better understand their relationship to six key polarities that commonly show up in leadership. It helps leaders see how these polarities, that lie at the center of the model, interplay to drive the capabilities they need to deliver on three vital leadership responsibilities. The six Polarities of Leadership are:

- TASK FOCUS** :: **RELATIONSHIP FOCUS**
- STABILITY** :: **CHANGE**
- DIRECT** :: **EMPOWER**
- CHALLENGE** :: **SUPPORT**
- EXUDE COMPETENCE** :: **EXUDE WARMTH**
- ACTION** :: **REFLECTION**



The outer ring of the wheel, the **Responsibility Ring**, contains three essential responsibilities leaders have in any organization — casting a Vision, ensuring the Delivery of that vision, and leading the People who make it all happen.

The second ring, the **Capability Ring**, contains six leadership capabilities needed to deliver on the three responsibilities in the outer ring.

The innermost ring, the **Polarity Ring**, contains the poles of the six key polarities that contribute to or detract from a leader's ability to demonstrate the capabilities and deliver on the responsibilities of the outer two rings.

**Leadership Key Polarity Indicator™**

The Leadership KPI is available as a self and 360 tool. If you'd like to learn more about the KPI, please reach out to your KPI Practitioner or contact us at [info@keypolarityindicator.com](mailto:info@keypolarityindicator.com).