

# THE LEADERSHIP KEY POLARITY INDICATOR

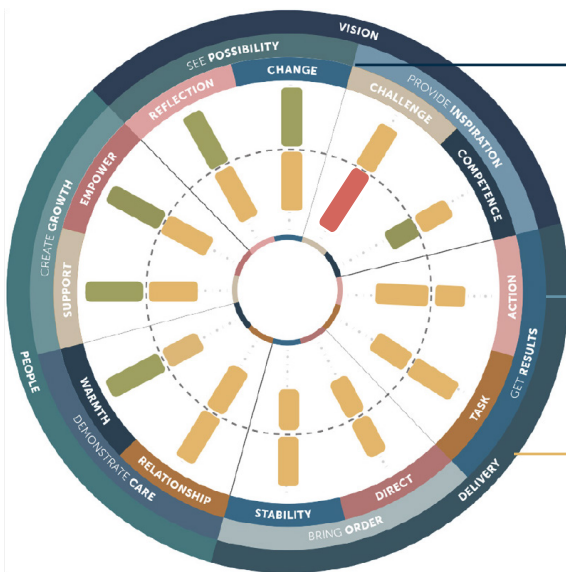
Navigating polarities is a vital competency in today's complex world. Knowing how to harness the creative tension in competing values by holding a "Both/And" mindset and skillset supports leaders to be wiser in the midst of complexity, braver to ask different questions in a polarized world, and more 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 shows up in leadership. It helps leaders explore and unlock these polarities in order to increase their effectiveness for the good of their teams, their organization, their families, and ultimately themselves.

The Leadership KPI contains your results organized in terms of six leadership capacities and three leadership responsibilities. It decodes your polarity data into a unique leadership perspective.

## The six polarities of the Leadership KPI are:

TASK FOCUS	●●	RELATIONSHIP FOCUS
STABILITY	●●	CHANGE
DIRECT	●●	EMPOWER
CHALLENGE	●●	SUPPORT
EXUDE COMPETENCE	●●	EXUDE WARMTH
ACTION	●●	REFLECTION



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.

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

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