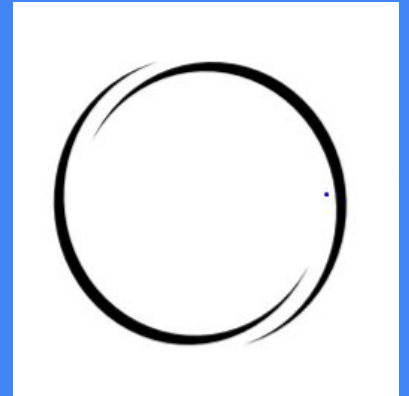


FROM FEAR TO HOPE: INTRODUCTION TO THE LEADERSHIP CIRCLE PROFILE FOR AGILISTS

Presented by Maria Fafard at AgileDC 2023



AGENDA

- Why LCP?
- LCP as a Leadership Model
- LCP as a 360 Assessment
- Learning More

“The Leadership Circle has been focused on the development of people from the inside out – with the goal to help people grow and develop emotionally, psychologically, and spiritually.”

LCP AS A LEADERSHIP MODEL

- As a model, LCP asserts that one can lead and live one's life in one of two ways: orienting life and leadership **towards one's highest aspirations and purpose** - or away from one's fears.
- The model invites you to ask yourself everyday: are you doing what you are doing **moving *towards* a vision you have** - or **are you running *away* and protecting yourself, driven by fear?**
- The answer to this question can be surprising and disquieting, but asking it is a road towards reaching deeper self-awareness and ultimately building an authentic, meaningful, and intentional life.

LCP AS A 360 ASSESSMENT

- As a 360 assessment, LCP measures two primary leadership domains: **Creative Competencies** and **Reactive Tendencies**. LCP integrates the information in these two domains so that key opportunities for leadership development rise to the surface.
- **Creative Competencies** contribute to a leader's effectiveness. They measure key leadership behaviors and internal assumptions that lead to high fulfillment, high achievement leadership.
- Self-limiting **Reactive Tendencies** and behaviors reflect inner beliefs and assumptions that limit effectiveness, authentic expression, and empowering leadership.

CREATIVE LEADERSHIP

- The top half of the circle maps **Creative Competencies** that contribute to a leader's effectiveness. They measure how a person achieves results, bring out the best in others, lead with vision, enhance your own development, act with integrity, and improve organizational systems.
- High scores in the Creative dimensions correlate to high levels of leadership effectiveness and business performance.

REACTIVE LEADERSHIP

- The lower half of the circle maps self-limiting **Reactive Tendencies** and behaviors. They emphasize caution over creating results, self-protection over engagement, aggression over alignment, and control over collaboration.
- High scores in the Reactive dimensions correlate to low Creative Competency scores and leadership effectiveness.



Creative Competencies

Well-researched competencies measuring how you achieve results, bring out the best in others, lead with vision, enhance your development, act with integrity and courage, and improve organizational systems. The next step on your pathway to Integral Leadership.



Reactive Tendencies

Leadership styles emphasizing caution over creating results, self-protection over productive engagement, and aggression over building alignment. These self-limiting styles focus on gaining the approval of others, protecting yourself, or getting results at the expense of others.



Internal Operating System

A leader's unique Operating System: Internal Assumptions (beliefs) that run behavior in both domains. See how the inner world of thought translates into a productive or unproductive style of leadership. The Leadership Circle Profile increases awareness to create change in behavior.

CREATIVE COMPETENCIES

1	Relating	Caring Connection, Fosters Team Play, Collaborator, Mentoring and Developing, Interpersonal Intelligence
2	Self-Awareness	Selfless Leader, Balance, Composure, Personal Learner
3	Authenticity	Integrity, Courageous Authenticity,
4	System Awareness	Community Concern, Sustainable Productivity, Systems Thinker
5	Achieving	Strategic Focus, Purposeful and Visionary, Achieves Results, Decisiveness

REACTIVE TENDENCIES

1	Complying	Conservative, Pleasing, Belonging, Passive
2	Protecting	Arrogance, Critical, Distance
3	Controlling	Perfect, Driven, Ambitious, Autocratic

TWO PRIMARY MOVEMENTS

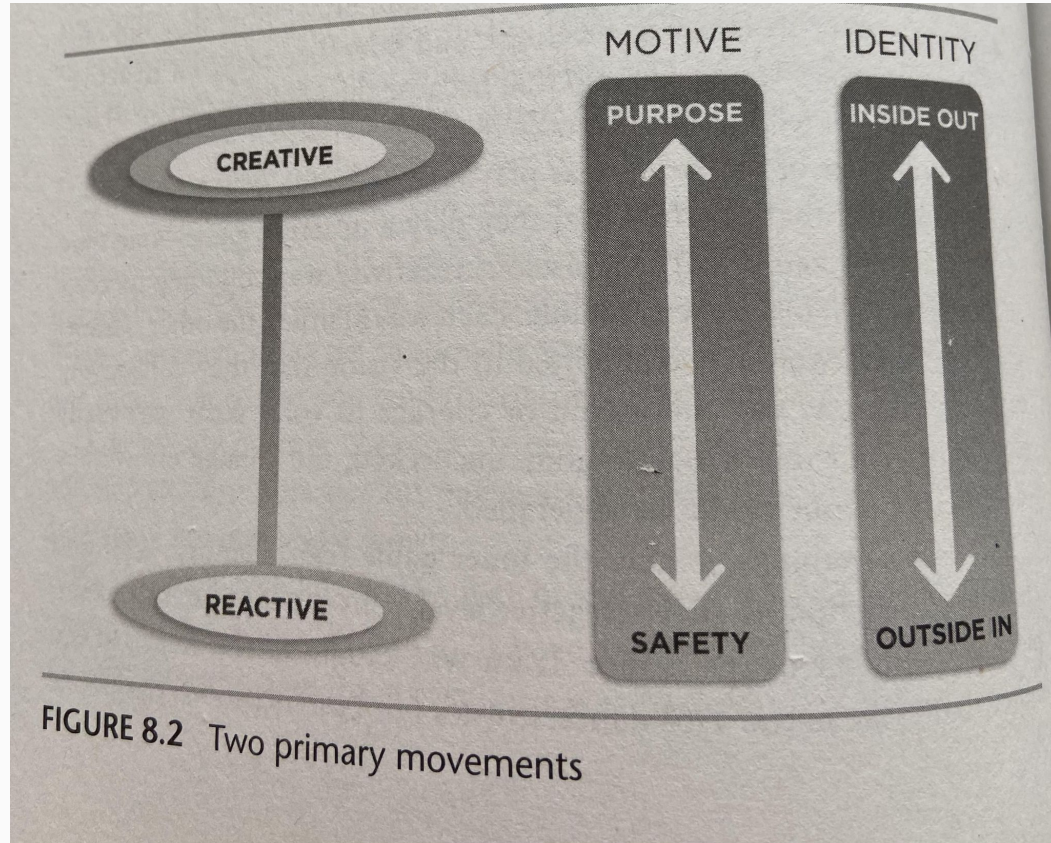
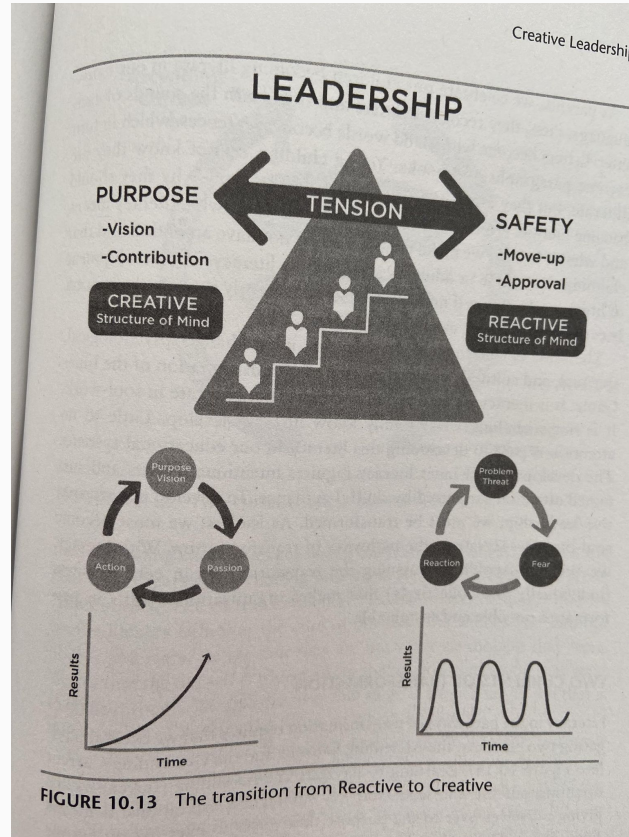


FIGURE 8.2 Two primary movements

PURPOSE VS. SAFETY



LET'S LOOK AT AN EXAMPLE

Pleasing

Pleasing measures your need to seek others' support and approval in order to feel secure and worthwhile as a person. People with strong needs for approval tend to base their degree of self-worth on their ability to gain others' favor and confirmation. For these types of people, avoiding personal rejection is paramount. As a result, they are likely to do things that will keep them in good graces with others. They may be overly generous, act friendly all the time, be overly sympathetic, or generally submit to the wishes of others.

If you score high

If you have a high score on the *Pleasing* scale, some of the following may apply to you. You:

- Focus on how people react to you
- Will be quite sensitive to criticism or disapproval
- May be so worried about your superiors' acceptance of your ideas that you limit your creativity or assertively put forth your ideas
- May set goals to please others or for the sake of appearances
- Usually avoid anything that is controversial or unpopular because you see conflict and controversy as unacceptable
- Generally set low performance standards for subordinates
- Get along in your organization by doing what is expected
- May try to build support for yourself by doing little favors, or by looking the other way when things go wrong

While seeking approval is not in itself unhealthy (we all need some affirmation), this assumption constitutes a persistent pattern, making self-worth dependent upon others. It is important insofar as it blocks full realization of potential for creative action.

FREE SELF-ASSESSMENT

HOW CAN I LEARN MORE?

WEBSITE: <https://leadershipcircle.com>

FREE SELF-ASSESSMENT:

<https://self-assessment.theleadershipcircle.com/en-US/registration>

BROCHURE:

https://drive.google.com/file/d/1NMD8b-ZoQesb1jQOKPY427Y_gGDiu5fc

BOOK: Robert J. Anderson, William A. Adams. *Mastering Leadership*

Ask yourself everyday: are you doing what you are doing moving *towards* a vision you have - or are you running *away* and protecting yourself, driven by fear?

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