



# 4 critical leadership traits

that need developing NOW more than ever, (which may have previously been ignored or overlooked in leadership development),

but which are undeniably essential during times of complexity, chaos and rapid change.

# 1. Dynamic learning

Leaders that consistently reflect and draw learning from experience elevate their own, and the team's performance.

But to do this, the leader must accept they need to learn...and be able to show vulnerability.

In unprecedented times of change, the ability to ask 'what are we learning?' or 'what do we need to learn?' will deliver growth, development & improvement.

Yet leaders lean away from vulnerability and feel the pressure to have all the answers.



# 2. Nurture psychological safety & connection

**It's never been more important that leaders understand how to build environments where people can thrive. Right now people are feeling nervous, threatened and unsure.**

**Leaders must know how to build psychological safety, making it ok for others to speak out, to question, to challenge and to ask for help...**

**...as well as understanding how to truly connect with people so that trust and confidence is built.**

**It sounds simple, but simple doesn't mean it's easy.**



# 3. Embodied Regulation

Simply put, this is the leader's ability to consciously regulate their inner self...their thoughts, their feelings, their stress responses and their knee-jerk reactions.

Clarity and composure under pressure comes from recognising and knowing how to manage inner responses.

Leaders are often unregulated, unaware and operating in 'fight-flight-freeze'.

Meaning that decisions and actions are taken hastily, with self-preservation as the main focus.

# 4. Aligned Leadership

**More than ever before it is essential that leaders operate from a place of internal and external alignment, optimising all the 'intelligence' available to produce well-informed and balanced decisions and actions.**

**Learning to capture the intelligence held within their entire nervous system strengthens performance and relieves inner conflicts. The result? The leader gains clarity, operates with influence and strengthens their resilience.**

**Being misaligned leads to imbalance, unconscious bias and habitual errors.**



# In summary...

Leaders need to be:



1. Dynamic Learners: capturing learning every day by reviewing, growing insights and identifying 'even-betters'. There's a simple formula that helps...



2. Nurturing psychological safety and connection: every day, not just when it's 'mental health awareness' day. It's a leadership fundamental.



3. Using Embodied Regulation: by growing their awareness of their inner responses to stress and pressure, and managing these skilfully to reduce any negative lasting impact on self or others.



4. Aligning Leadership Intelligence: knowing how to align their head-heart-gut intelligence for assured, confident decision-making. Learning how to do this unlocks new levels of clarity, influence and resilience.



**In 20 years+ as a leadership coach I have never seen such complex and demanding conditions in which leaders are expected to perform.**

**Developing these 4 traits equips leaders with the confidence, self-awareness, humility and inner-strength to elevate themselves and others in high-pressure situations.**

**These 4 traits underpin the approach I use in leadership coaching and in my Neuro-optimised Leadership Development Programmes.**

**Want to know more? Send me a DM and we can connect.**