

# 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.
- Accept you need to learn... and be able to show vulnerability.
- Ask "what are we learning?" or "what do we need to learn?" to drive growth, development & improvement.
- Don't feel the pressure to have all the answers.

SHIFT FROM  
KNOWING → LEARNING

2



## NURTURE PSYCHOLOGICAL SAFETY & CONNECTION

- It's never been more important that leaders build environments where people can thrive. Right now people feel nervous, threatened and unsure.
- Make it OK to speak out, to question, to challenge and to ask for help...
- Connect with people so that trust and confidence is built.
- It sounds simple, but simple doesn't mean it's easy.

SAFE TEAMS =  
STRONGER PERFORMANCE

3



## EMBODIED REGULATION

- Consciously regulate your inner self... thoughts, feelings, stress responses and 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'.
- Decisions and actions taken hastily, with self-preservation as the main focus.

REGULATE YOURSELF →  
LEAD OTHERS BETTER

4



## ALIGNED LEADERSHIP

- Operate from a place of internal and external alignment, using all the 'intelligence' available to make well-informed and balanced decisions.
- Capture the intelligence held within your entire nervous system to strengthen performance and relieve inner conflicts.
- Misalignment leads to imbalance, unconscious bias and habitual errors.

ALIGNMENT DRIVES  
CONFIDENT LEADERSHIP

### IN SUMMARY, LEADERS NEED TO BE:



**1. DYNAMIC LEARNERS**  
Capture learning every day by reviewing, growing insights and identifying 'even-betters'. There's a simple formula that helps.



**2. NURTURING PSYCHOLOGICAL SAFETY & CONNECTION**  
Every day, not just when it's 'mental health awareness' day. It's a leadership fundamental.



**3. USING EMBODIED REGULATION**  
Grow awareness of inner responses to stress and pressure, and manage these skilfully to reduce any negative lasting impact on self or others.



**4. ALIGNING LEADERSHIP INTELLIGENCE**  
Align your head-heart-gut intelligence for assured, confident decision-making. 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. ↩



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