

QUICK GUIDE

# Strength + Kindness

## LEADERSHIP LENS

### STRENGTH

Set a high bar and build trust through clarity.

Maintain mindful boundaries.

Be decisive and direct.

### KINDNESS

Show care and genuine interest.

Approach others with curiosity.

Listen and connect with empathy.

***“Draw out potential from a place of care and support.”***

A lens for thoughtful leadership.  
Balance clarity with feedback to  
foster growth and insight.

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## LEADERSHIP LENS

### STRENGTH

#### Clarity + Conviction

- Hold high expectations.
- Set and communicate clear boundaries.
- Be consistent and decisive.
- Get comfortable with the discomfort of others
- Being courageous
- Follow through with perseverance
- Keep inviting them up on the line
- Being specific and clear
- Managing your own emotions and judgments

### KINDNESS

#### Care + Curiosity

- Listen with genuine interest.
- See the person, not just the problem.
- Offer feedback as a gift, not a judgment.
- Be honest
- Holding the space for emotions
- Acknowledging feelings
- Striving to make a difference not fighting to be right
- Noticing your own judgements and parking them
- Accepting other viewpoints
- Aiming for understanding, not agreement

#### Together, they mean:

*I see your potential, and I believe you can rise to it.  
And I'll support you every step of the way.*

#### Prompt for Use:

Use this lens when approaching feedback, accountability conversations, or resistance.