

# How to Tell a Stuck Leader From an Unstuck One

## A Stuck Leader is Certain



Attached to their need for certainty, stuck leaders operate from a fear state. These fears make them contractive in nature. They become defensive and judgmental.

## An Unstuck Leader is Watery



Unstuck leaders manage their need for certainty, allowing them to become expansive in nature. They're grounded in strong core values and purpose yet are open to new ideas and situations.

## A Stuck Leader Reacts



Stuck leaders are prone to intense navel gazing, making them blind to what's going on around them. When a problem arises, they're left unprepared. So they react. Often badly.

## An Unstuck Leader Anticipates



Unstuck leaders seek to understand what's going on both inside and outside the organization. This allows them to predict the impact of change and to make better decisions.

## A Stuck Leader Imposes Structure



Stuck leaders love top-down authority. They attempt to reduce conflict by creating silos and discouraging cross-departmental conversations. There's no debate. Control is maintained.

## An Unstuck Leader Is a Designer



Rather than attempting to control their employees, unstuck leaders focus on enabling them to do their jobs better. Issues are surfaced. Healthy conflict and debate create better solutions.

## A Stuck Leader's Team is Disillusioned



High need for certainty causes leader to focus on the benefit of the few at the expense of employees, customers and the community at large. Cynicism grows. Employees disengage.

## An Unstuck Leader's Team is Networked



Employees experience networked independence. Team members are encouraged to focus on personal development so they can contribute to long-term growth of the organization.

## A Stuck Leader Does as They *Have To*



Stuck leaders are focused on surviving. They exist in a fear-based contractive state. This act of self-betrayal creates a gap between what they're doing and what they want to be doing.

## An Unstuck Leader Does as They *Want To*



Unstuck leaders are focused on thriving. From their expansive state, they connect their values and purpose to their work. They experience heightened creativity, energy and joy.