What's it like to be on the other side of me?

It may be the most important and most uncomfortable question a leader will ever answer, and one every team has to grapple with. Connection, communication and performance all flow from courageous leaders who are willing to look in the mirror and answer it honestly.

95%
of people believe they are self-aware

15%
actually are

That means on any given day, 80% of people are lying to themselves about themselves.

Research by organisational psychologist Tasha Eurich.

The highest-performing teams are intentional about recognising and leveraging the skill sets of every member.

Leadership teams need to appreciate the differences and manage each other's unique contributions. If they don't...

01

They don't get each other.

Different wiring gets read as resistance, arrogance or indifference. Leaders manage the symptom and never name the cause.

02

They experience poor communication.

The leader talks to everyone the same way. People who work differently switch off, and honest challenge goes unsaid.

03

They suffer from low performance.

Decisions slow down, morale drops and good ideas stay in people's heads. Under pressure, it gets worse.

THE PROCESS

	WHAT IT COSTS YOU	WHAT IT GIVES YOU
01 Self-awareness	You judge yourself by your intentions. Your team judges you by your impact.	**A clear view of your voice order, your superpowers and your kryptonites, and how they land on others.**
02 Self-leadership	Your weapons run the show, and your default under pressure becomes your team's problem.	**You notice the weapon you reach for, name it, and choose a better response.**
03 Communication	You speak one language and wonder why half the room has stopped listening.	**You adapt to how each person is wired, and the team shares one language for its differences.**
04 Performance	Slow decisions, guarded people, and good ideas left unsaid.	**Honest challenge, genuine support, and a team that goes further, faster.**

Inside the program.

Every participant works through three questions, with practical tools they keep using long after the day is over.

01 What's it like to be on the other side of me?

02 How can I understand and leverage my leadership superpowers?

03 Where am I unconsciously undermining my leadership and influence?

CORE TOOL · THE 5 VOICES

43%* NURTURER
Champion of people, relational harmony and values.
Present-oriented

9%* CREATIVE
Champion of future ideas, innovation and organisational integrity.
Future-oriented

30%* GUARDIAN
Champion of due diligence, resources and efficient systems.
Present-oriented

11%* CONNECTOR
Champion of relational networks, collaboration and communication.
Future-oriented

7%* PIONEER
Champion of strategic vision, results and problem solving.
Future-oriented

* Percentage of this voice in the population.

WHAT EVERY PARTICIPANT WALKS AWAY WITH

01
Your five leadership voices, in order
All five voices ranked, what the order means, and how you lead and impact others.

02
Recognising your leadership superpowers
A detailed understanding of the strengths and challenges of your leadership archetype.

03
Your leadership weapon and triggers
The triggers and defaults you reach for under pressure, stress and extreme stress, and how they undermine your influence.

04
A 30-day team-based growth plan
Leadership insights from your voice order, with specific things to focus on and improve.

05
Common language and shared tools
A shared vocabulary that makes the team easier to understand, and practical tools that support high performance.

06
Workshop collateral
Tools, activities and information to support the transformation.

SCAN TO START

Discover Your Leadership Superpowers.

Complete your 5 Voices diagnostic and discover what it's like to be on the other side of you.

rohandredge.giantos.com/store/5-voices

5 Voices Leadership Diagnostic © GiANT Worldwide