

PHARMA CO

# Your Agility Profile

PERSONAL DEVELOPMENT REPORT

Prepared for **Mark Smith**

CANDIDATE	<b>Mark Smith</b>
ROLE	<b>General Manager</b>
ASSESSMENT DATE	<b>11 May 2026</b>
CLIENT	<b>Pharma Co</b>
BATTERY	<b>Adapt-g + PVQ</b>
REPORT TYPE	<b>Candidate Development</b>

## CONTENTS

---

<b>About This Report</b>	3
<b>Your Agility at a Glance</b> Your personal agility map and signature profile	5
<b>More About You</b> Your working style, values, culture fit, and cognitive profile	7
<b>Your Agility in Depth</b> Nine facets explored: what the research says and what it means for you	9
<b>Your Agility Under Pressure</b> Understanding your stress patterns and how to manage them	12
<b>Growing Your Agility</b> Your personal development workbook	15

---

### Confidentiality

This report contains sensitive personal data and is intended solely for the named individual and authorised recipients. It should be stored securely and not shared without the individual's consent.

### Shelf Life

Psychometric profiles are generally stable over 18-24 months. We recommend reassessment if significant role changes, personal development, or life events have occurred since the assessment date.

### Purpose

This report is designed to support personal and professional development. It is not a diagnostic tool and should not be used as the sole basis for employment decisions.

### Interpretation

This report is designed to be explored independently or with a certified practitioner. Sections marked "Explore further" work as self-reflection prompts and as conversation starters in feedback sessions.

## ABOUT THIS REPORT

# What this report is

This report presents your personal agility profile, a detailed picture of how you navigate change, complexity, and challenge. It's based on a framework developed by Dr Kenneth De Meuse and colleagues, grounded in over two decades of research showing that learning agility is one of the strongest predictors of leadership effectiveness and long-term career success. But this isn't a report that simply tells you your scores. It's designed to help you understand what your profile means in practice: at work, under pressure, and in the moments that matter most for your growth. Every section includes insights from the research literature, real-world scenarios, and questions to help you explore your own patterns more deeply.

### WHY AGILITY MATTERS NOW

The world of work is changing faster than at any point in modern history. Roles, technologies, and entire industries are being reshaped in real time. Research consistently shows that the leaders and professionals who thrive in this environment aren't necessarily the smartest or most experienced, they're the most agile. They learn quickly from new situations, adapt their approach when circumstances change, and remain effective even when the rules they've relied on no longer apply. The good news: agility isn't fixed. Every facet measured in this report responds to deliberate development.

## Your assessment battery

### Personal Values Questionnaire (PVQ)

Psytech International

Measures your behavioural preferences, interpersonal style, work values, motivational drivers, and potential stress patterns (derailers). Also provides measures of Grit (perseverance and consistency of effort) and Emotional Intelligence.

✓ BPS Registered Test   ✓ Normed on 50,000+ professionals   ✓ Criterion validity documented

### Adapt-g Cognitive Assessment (GRT2)

Psytech International

Measures general cognitive reasoning ability across three domains: verbal reasoning (understanding complex written information), numerical reasoning (working with quantitative data), and abstract reasoning (identifying patterns in novel information). Cognitive ability and learning agility measure fundamentally different things. Research shows a near-zero correlation between them, which is why both are included.

✓ BPS Registered Test   ✓ Convergent validity with established GMA measures   ✓ Predictive validity for job performance (Schmidt & Hunter, 1998)

## How your scores are calculated

Your nine agility facet scores are calculated on a 0-10 scale by combining relevant scales from your assessment battery. Your overall agility read combines all nine facets with your cognitive assessment results and is presented as a band rather than a single number. Facet scores are grouped into five bands:



## Reliability and fairness

All instruments used in this assessment are validated for use across demographic groups and comply with relevant employment testing standards. The interpretive text in this report has been authored by qualified occupational psychologists, not generated by AI at the point of use. This approach ensures consistency, fairness, and compliance with GDPR Article 22 and the EU AI Act requirements for automated decision-support in employment contexts.

If you have questions about how your scores were calculated or would like to understand the methodology in more detail, please contact your assessment provider or HR representative.

### HOW TO USE THIS REPORT

This report is designed to be valuable whether you're reading it independently, exploring it with a certified practitioner in a feedback session, or using it as a foundation for ongoing development with a coach or manager. Throughout the report, you'll find "Explore further" prompts. These are reflection questions that work equally well for personal journaling and as conversation starters with a practitioner. The final section, "Share With Your Coach," is designed for you to hand to whoever supports your development. It stands alone, so you choose how much of the full report to share.

YOUR AGILITY AT A GLANCE

## Where your agility lives

Agility isn't one thing, it's nine. The grid below shows your personal agility map across three domains (columns) and three components (rows). Read down to see where you're strongest, read across to see the pattern between what you can do, what you want to do, and what you actually do.

	HOW YOU THINK COGNITIVE	HOW YOU CONNECT SOCIAL	HOW YOU KNOW YOURSELF SELF
<b>Can I?</b> <i>Ability · The Capacity</i>	<b>Mental Agility</b> <b>6.0</b> <b>NEUTRAL</b> You handle complexity well enough, with room to sharpen your pattern recognition.	<b>Social Astuteness</b> <b>6.9</b> <b>SUPPORTIVE</b> You read rooms well, you pick up on dynamics that others miss.	<b>Self-Awareness</b> <b>7.0</b> <b>SUPPORTIVE</b> You have good self-insight and can usually predict how you'll react in situations.
<b>Do I want to?</b> <i>Motivation · The Willingness</i>	<b>Change Agility</b> <b>6.7</b> <b>SUPPORTIVE</b> You welcome change and adapt more quickly than most of your peers.	<b>Open-Mindedness</b> <b>7.0</b> <b>SUPPORTIVE</b> You actively seek out different perspectives and are willing to change your mind.	<b>Intellectual Curiosity</b> <b>7.5</b> <b>ENHANCING</b> You're a voracious learner who actively seeks out new ideas and challenges.
<b>Do I actually?</b> <i>Application · The Adaptability</i>	<b>Results Agility</b> <b>3.7</b> <b>CONSTRAINING</b> You deliver in familiar territory but lose traction when the challenge is genuinely new.	<b>People Agility</b> <b>5.7</b> <b>NEUTRAL</b> You flex your approach with some people more easily than others.	<b>Resilience &amp; Composure</b> <b>7.2</b> <b>SUPPORTIVE</b> You bounce back from setbacks fairly quickly and maintain composure under most pressures.

**YOUR AQ PROFILE** **The Explorer** Motivation-Led · Application-Building

Your profile leads with a strong inner foundation, anchored above all in your genuine composure under load, and your most productive growth edge sits in the cognitive engine, where your push toward results, rather than the thinking itself, is what trails. On the readiness axis, your motivation leads, capability follows, and application is the quieter signal, which often means your intent runs ahead of what you consistently deliver.

**YOUR FASTEST GAIN** Pick fewer things and land them visibly. Structured commitments and finish-line discipline turn your energy into a track record.

# Your Agility Signature

Your profile leads with a strong sense of self, good awareness, curiosity, and resilience, paired with decent social skills. The cognitive domain is where the most growth opportunity sits: building your capacity for complex problem-solving and your comfort with ambiguity would round out a profile that's already strong in the human dimensions. Your profile shows a consistent pattern across domains: your 'Can I?' scores (Ability row) are stronger than your 'Do I actually?' scores (Application row). This means you have the raw capacity for agility but may not always translate it into consistent behaviour, particularly under pressure or when stakes are high. The gap between having a capability and deploying it is one of the most productive areas to explore. Your profile shows an interesting pattern: you're highly motivated across domains (you want to adapt, you want to learn, you want to connect) but the application scores are lower (you don't always follow through). This gap between wanting and doing is very common and very fixable, it's usually about building habits and systems rather than changing who you are.

## YOUR OVERALL AGILITY READ



Your overall agility read is a summary of all nine agility facets combined with your cognitive assessment results. It is presented as a band rather than a single number, because a band reflects what the assessment can reliably say about your overall position.

## YOUR STRATEGIC ANCHORS

Your strongest agility facets, build on these

<b>Intellectual Curiosity</b> How You Know Yourself -> Motivation	<b>7.5</b> Enhancing
<b>Resilience &amp; Composure</b> How You Know Yourself -> Application	<b>7.2</b> Supportive
<b>Open-Mindedness</b> How You Connect -> Motivation	<b>7.0</b> Supportive

## YOUR GROWTH EDGES

Where small changes create the biggest impact

<b>Results Agility</b> How You Think -> Application	<b>3.7</b> Constraining
<b>People Agility</b> How You Connect -> Application	<b>5.7</b> Neutral
<b>Mental Agility</b> How You Think -> Ability	<b>6.0</b> Neutral

## EXPLORE FURTHER

Look at the gap between your "Can I?" row and your "Do I actually?" row. Think about the last month at work: can you identify a specific moment where you knew the right approach but didn't follow through with it? What got in the way: time pressure, habit, comfort, something else? That pattern is the key to unlocking your next level of agility.

## MORE ABOUT YOU

# Your working style

Your agility profile tells you how you navigate change. This section tells you something different: how you show up day to day. These insights come from the PVQ personality assessment and describe your natural preferences, not your potential. Understanding your default style helps explain why your agility profile looks the way it does.

### HOW YOU LEAD

#### Delegative / Empowering

You lead by setting the direction and then trusting people to find their own way. You create space for others to grow and take ownership. Teams experience you as someone who believes in their capability.

*Agility connection: Your Self-Awareness (7.0) supports this style because you know when to step in and when to hold back.*

### HOW YOU PREFER TO BE MANAGED

#### Collaborative / Partnership-Oriented

You work best when leadership feels like a partnership rather than a hierarchy. You want to co-create goals and feel that your manager is invested in your development.

*Share with your manager: "I do my best work when we can think through problems together."*

### HOW YOU INFLUENCE

#### Challenger / Norm-Disruptor

You gain influence by challenging established norms and pushing the organisation to think differently. You are comfortable being the dissenting voice.

*One thing to try: Pick your battles deliberately.*

### YOUR TEAM ROLE

#### Explorer

You look outward, build connections beyond the team, and bring back ideas, contacts, and opportunities. You are the team's antenna to the wider world.

*Your complement: Seek out the Implementer or Inspector-Completer.*

### EXPLORE FURTHER

*Ask three colleagues: "When I am at my best as a leader, what does that look like? And when I am at my most frustrating?" Compare their answers to the four descriptions above. The gaps between how you see yourself and how others experience you are where the most valuable development lives.*

# What drives you

Understanding what motivates you is as important as understanding what you are good at. When work aligns with your core values, performance is self-sustaining. When it conflicts with them, even capable professionals gradually disengage. This section shows you what your assessment data says about your motivational core.

## YOUR CORE WORK VALUES

Your top work values are Aesthetics, Affiliation, and Altruism. Together, these form a motivational fingerprint that shapes where your engagement and commitment are strongest. Understanding this combination is particularly valuable for retention: these are the conditions under which you will invest discretionary effort, and the conditions under which you will gradually disengage.

### Aesthetics

You value beauty, design, and creative expression in your work. You care about how things look and feel, not just whether they function. Roles that involve design thinking, brand, communications, or creative problem-solving are likely to sustain your engagement.

### Affiliation

You value belonging, group membership, and being part of something larger than yourself. Teams, communities, and shared identity matter to you. Roles where you feel genuinely part of the group, not just a contributor to it, sustain your engagement. The development edge: ensuring that your need for belonging does not make it harder to challenge the group when your perspective differs from the consensus.

### Altruism

You are genuinely motivated by helping others and making a positive difference. Roles where you can see the direct impact of your work on people's lives sustain your engagement. The development edge: ensuring that helping others doesn't come at the cost of your own boundaries and wellbeing.

## YOU THRIVE IN

Working under pressure

Working under constantly changing conditions

Addressing the public and giving presentations

## MAY FIND CHALLENGING

Working in a competitive environment

Financial rewards and incentives

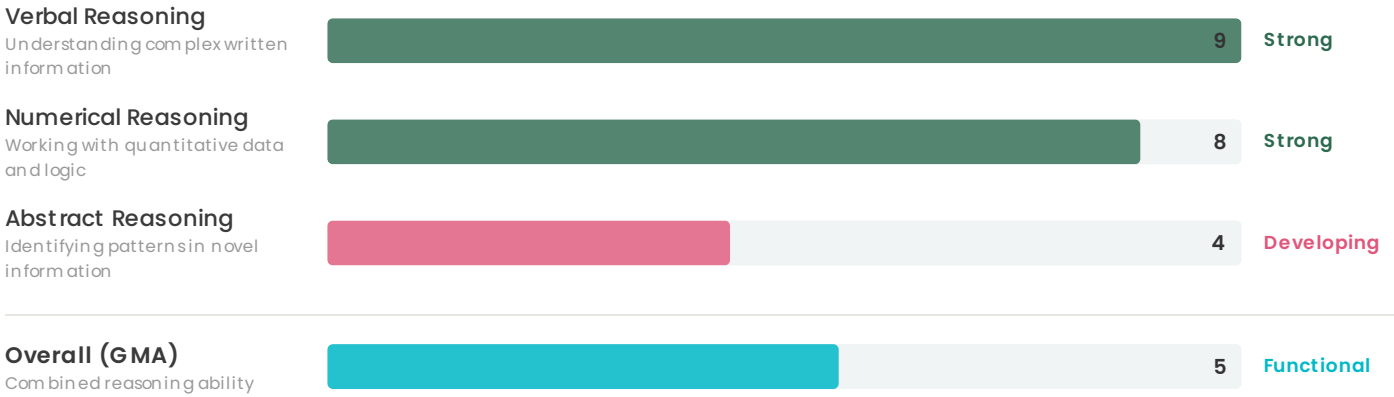
Maintaining high standards

## EXPLORE FURTHER

*Think about the last time you felt genuinely energised at work. What were you doing? Now think about a time you felt drained. Compare both to the values and environment preferences above. The pattern tells you what to seek out and what to negotiate around.*

# Your cognitive profile

The Adapt-g assessment measures your general reasoning ability across three domains. This is different from your agility. Cognitive ability captures *how quickly and accurately you process structured information*. Agility captures *how you behave when facing something new*. Research shows these two things are almost completely independent of each other, which is why both are measured.



Scores on a 1-9 scale. 1-3 Developing · 4-6 Functional · 7-9 Strong

5 = population average

## WHAT THIS TELLS YOU

Your cognitive profile is in the functional range, meaning you handle standard reasoning tasks effectively.

## HOW THIS CONNECTS TO YOUR AGILITY

Your solid cognitive ability provides the raw processing power that supports your Mental Agility (6.0). But cognitive ability alone doesn't predict how you'll handle novel challenges, deal with difficult people, or recover from setbacks. That's what the rest of this report measures. Think of your cognitive profile as the engine and your agility profile as the driving skill. This report focuses on how you drive.

## EXPLORE FURTHER

Look at your cognitive profile alongside your agility profile. Where are you relying on raw thinking power to compensate for lower agility in other areas? For example, if your People Agility is lower, do you tend to "think your way" through interpersonal problems rather than adapting your approach? That's your engine compensating for your driving.

YOUR AGILITY IN DEPTH

## How You Think

COGNITIVE DOMAIN

Domain average

5.5

These three facets explore how you engage with complex information, how motivated you are by change, and how effectively you translate thinking into results.

CAN I? - ABILITY

DO I WANT TO? - MOTIVATION

DO I ACTUALLY? - APPLICATION

### Mental Agility 6.0

NEUTRAL

**You handle complexity well enough, with room to sharpen your pattern recognition.** Mental Agility measures how effectively you absorb and make sense of new, ambiguous, or contradictory information. At 6.0, you're in the mid-range, capable of navigating complexity but not yet doing so with the speed and confidence that would make it a standout strength. You see patterns, but may not always trust your first read of them.

### Change Agility 6.7

SUPPORTIVE

**You welcome change and adapt more quickly than most of your peers.** Change Agility captures how willing you are to abandon established methods when circumstances demand it. At 6.7, you actively embrace new approaches and are comfortable operating without a playbook. You're likely seen as someone who helps teams navigate transitions rather than resist them.

*Your openness to change tends to come from a natural enthusiasm and excitement about new possibilities.*

### Results Agility 3.7

CONSTRAINING

**You deliver in familiar territory but lose traction when the challenge is genuinely new.** Results Agility captures your ability to get things done in first-time or difficult situations. At 3.7, you're capable and productive when operating within known parameters, but your performance drops more noticeably than it should when facing genuinely novel challenges. Expanding your comfort with improvisation is a clear development opportunity.

*You tend to take a flexible approach to rules and procedures, which gives you agility but may sometimes affect the consistency of your output.*

#### THE KNOWING-DOING GAP

You have the **ability** (6.0) and the **motivation** (6.7), but your **application** drops to 3.7. You can see what needs to happen and you want to do it, but translating that into consistent behaviour is where the gap lives. This is one of the most productive patterns to work on because the capability is already there. The work is in the follow-through.

#### WHAT THE RESEARCH SAYS

De Meuse's research across over 60,000 leaders found that cognitive agility, particularly the ability to examine problems in unique ways, is one of the strongest predictors of successful transitions into more complex roles. But cognitive speed only predicts success when paired with enough social agility to bring others along. The brilliant thinker who can't translate insight into language others can act on is a pattern that derails at senior levels.

#### EXPLORE FURTHER

*Think about the last time you solved a complex problem at work. Did the people around you understand your reasoning, or did they simply accept your conclusion? If you're not sure, ask a trusted colleague: "When I reach a decision quickly, do you feel like you understand how I got there?" Their answer might surprise you.*

## How You Connect

SOCIAL DOMAIN

Domain average

6.5

These three facets explore your ability to read social dynamics, your openness to perspectives different from your own, and how effectively you adapt your approach to the people around you.

### CAN I? - ABILITY

#### Social Astuteness

6.9

SUPPORTIVE

**You read rooms well, you pick up on dynamics that others miss.** Social Astuteness is your ability to understand what's really going on between people, beyond what's being said. At 6.9, you have a genuine antenna for interpersonal dynamics. You likely notice shifts in mood, unspoken tensions, and the political undercurrents in meetings before most of your colleagues do.

*You tend to be effective at bringing people around to your way of thinking, which is a significant asset in stakeholder-facing situations.*

### DO I WANT TO? - MOTIVATION

#### Open-Mindedness

7.0

SUPPORTIVE

**You actively seek out different perspectives and are willing to change your mind.** Open-Mindedness captures how genuinely you engage with ideas that challenge your own. At 7.0, you're more receptive than most, you don't just tolerate different viewpoints, you actively find them valuable. You're likely the person who asks 'what are we missing?' in meetings, which makes you a valuable counterweight to groupthink.

*You tend to take people at their word and give them the benefit of the doubt, which makes others feel safe sharing their perspectives with you.*

### DO I ACTUALLY? - APPLICATION

#### People Agility

5.7

NEUTRAL

**You flex your approach with some people more easily than others.** People Agility measures how effectively you adjust your interpersonal style to different people and contexts. At 5.7, you have moderate range, you can adapt when you make a conscious effort, but you're not yet doing it automatically. You probably find some working relationships effortless and others consistently effortful, and that pattern tells you where your current range ends.

### MOTIVATION-LED

Your strongest component in this domain is **motivation** (7.0), while **application** (5.7) is where the most development value sits. The gap between these two is where small, deliberate changes would have the biggest impact on your overall how you connect capability.

### THE DETACHED BELIEVER

You give people the benefit of the doubt, but you may not engage deeply with how they feel. You trust what people say without always understanding where they are coming from.

### WHAT THE RESEARCH SAYS

Research on leadership derailment consistently shows that interpersonal inflexibility is among the top reasons talented leaders plateau or fail. People Agility is one of the most trainable facets: leaders who deliberately practise adjusting their style see measurable improvements within 90 days. The key insight from Ferris and colleagues' work on political skill is that social awareness without behavioural adaptation is incomplete. Seeing the dynamics isn't enough. Acting on them is what creates influence.

### EXPLORE FURTHER

*Think about a time you sensed tension or resistance in a meeting. Did you act on that awareness, adjusting your approach, naming the dynamic, or checking in privately afterward? Or did you notice it but press on regardless? The gap between noticing and acting is where your fastest development gains sit.*

## How You Know Yourself

SELF DOMAIN

Domain average

7.2

The final three facets explore your inner landscape: how well you understand your own patterns, how curious you are about learning and growth, and how you hold yourself together when things get difficult. This domain often contains the most personally revealing insights.

### CAN I? - ABILITY

#### Self-Awareness 7.0

SUPPORTIVE

**You have good self-insight and can usually predict how you'll react in situations.** Self-Awareness captures how accurately you perceive your own patterns. At 7.0, you're above average in self-knowledge, you can identify your strengths and limitations with reasonable accuracy, and you're aware of most of your triggers and habitual responses. The next level is deepening your awareness of how your behaviour lands with different types of people.

*You tend to have a calm inner world, which gives you the mental space to reflect on your own behaviour and its impact.*

### DO I WANT TO? - MOTIVATION

#### Intellectual Curiosity 7.5

ENHANCING

**You're a voracious learner who actively seeks out new ideas and challenges.** Intellectual Curiosity captures your intrinsic drive to learn and grow. At 7.5, this is a genuine strength, you probably read widely, ask probing questions, and enjoy being challenged by ideas you haven't encountered before. This quality fuels your long-term adaptability because it ensures your mental models are constantly being updated.

*You tend to value learning and exploration for their own sake, not just for what they produce. This intrinsic motivation sustains curiosity even when there is no immediate payoff.*

### DO I ACTUALLY? - APPLICATION

#### Resilience & Composure 7.2

SUPPORTIVE

**You bounce back from setbacks fairly quickly and maintain composure under most pressures.** Resilience & Composure measures your ability to absorb setbacks, handle criticism, and maintain performance under stress. At 7.2, you're more resilient than average, you feel the impact of adversity but don't let it derail you for long. Most of the time, you're able to separate the emotional response from the practical one.

*You tend to bounce back from difficulty quickly, even when the initial impact is significant. This recovery speed is a genuine strength.*

### CONSISTENT PROFILE

Your how you know yourself domain is relatively balanced across ability (7.0), motivation (7.5), and application (7.2). This consistency means you tend to deploy what you have. This is a solid foundation.

### WHAT THE RESEARCH SAYS

Research on psychological resilience (Tugade & Fredrickson, 2004) shows that resilient individuals don't experience less stress. They experience it differently, finding meaning or learning in setbacks more quickly, which interrupts the rumination cycle. Critically, resilience is a skill, not a personality trait. Tasha Eurich's work on self-awareness found that while 95% of people believe they're self-aware, only 10-15% actually are by objective measures. The most reliable path to greater self-awareness isn't reflection alone. It's structured feedback from people who see you in action.

### EXPLORE FURTHER

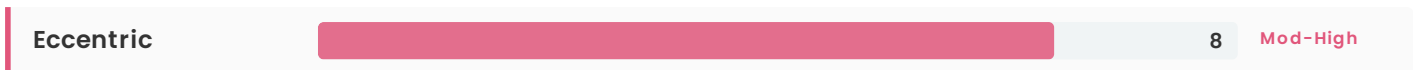
*Ask three colleagues who know you well to each name one strength and one development area. Compare their answers to what you would have predicted. Where the gap is widest is where your self-awareness has the most room to grow.*

YOUR AGILITY UNDER PRESSURE

# Understanding your stress patterns

Everyone has patterns that emerge under stress. These aren't flaws. Research on leadership derailment consistently shows they're typically your strengths turned up too high. Understanding these patterns is one of the most powerful things you can do for your own development, because they're the behaviours most likely to undermine your agility precisely when you need it most.

## ELEVATED RISK

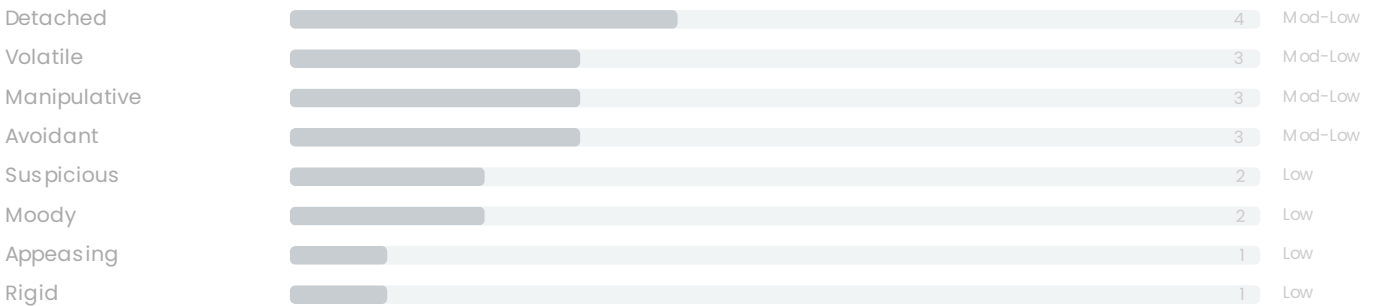


Your original, idea-rich thinking turned up too high. Under sustained pressure, your attention may scatter across new ideas faster than others can follow, and details can slip.

## WITHIN NORMAL RANGE



## LOW RISK



■ 1-4 Low / Mod-Low ■ 5-6 Moderate ■ 7-8 Mod-High ■ 9-10 High Risk

Your derailer profile shows 1 elevated pattern: Eccentric (8). These aren't labels, they're stress behaviours that become visible when you're under pressure, tired, or operating outside your comfort zone. The pages that follow explore what each of these patterns looks like, where the strength underneath it lives, and what you can do about it.

GROWING YOUR AGILITY

# Your development workbook

Agility isn't fixed. Every facet in this report responds to deliberate practice. The three pages that follow are your personal workbook. Be honest with yourself as you work through them. Circle, tick, and write. The value is in the thinking, not the scores.

## 01 Results Agility

Your score: 3.7/10 . Constraining

### WHERE AM I NOW?

Circle the answer that best describes you today. Be honest, not aspirational.

When a project hits obstacles, I find alternative paths rather than escalating	Rarely	Sometimes	Often	Always
I deliver quality work even when the brief is unclear	Rarely	Sometimes	Often	Always
I can adjust my approach mid-project when evidence suggests my current path isn't optimal	Rarely	Sometimes	Often	Always
I take on challenges that others avoid	Rarely	Sometimes	Often	Always

**START**

- When your next project hits a wall, generate three alternative approaches before choosing one
- Set one stretch goal per quarter that pushes you beyond your comfort zone
- After completing a challenging task, note what you improvised versus what you planned

**STOP**

- Sticking rigidly to your original plan when the situation has clearly changed
- Only taking on tasks where you're confident of the outcome
- Escalating problems prematurely rather than attempting a creative solution first

**CONTINUE**

- Being reliable and delivering on your commitments
- Maintaining high standards in your core responsibilities
- Being willing to work hard and put in extra effort when needed

**THIS WEEK I WILL...**

---



---

**I'LL KNOW IT'S WORKING WHEN...**

---



---

# 02 People Agility

Your score: 5.7/10 · Neutral

## WHERE AM I NOW?

Circle the answer that best describes you today. Be honest, not aspirational.

I adjust my communication style depending on who I'm talking to

Rarely Sometimes Often Always

Before a difficult conversation, I think about what the other person needs from me

Rarely Sometimes Often Always

I can work effectively with people whose style is very different from mine

Rarely Sometimes Often Always

When a relationship feels "difficult," I look at my own approach first

Rarely Sometimes Often Always

**START**

- Take 60 seconds before important conversations to consider what this person needs
- Ask "what would make this easier for you?" when you sense friction
- Keep a brief log of what you tried and what happened

**STOP**

- Using the same approach with everyone regardless of their style
- Assuming that if someone finds you "difficult," it's their problem
- Moving at your own pace without checking if others can keep up

**CONTINUE**

- Using your social awareness to read what's happening in the room
- Being direct when clarity is genuinely needed
- Building on relationships that are already working well

**THIS WEEK I WILL...**

---



---

**I'LL KNOW IT'S WORKING WHEN...**

---



---

## 03 Managing the Eccentric Pattern

Derailer score: 8/10 . Mod-High

### THE STRENGTH UNDERNEATH

Your unconventional thinking and willingness to challenge norms creates innovation and fresh perspectives. You see possibilities others miss because you're not constrained by conventional frameworks.

### UNDER PRESSURE

Under stress, your unconventional approach can tip into behaviour that others find bewildering or difficult to follow. You may pursue tangential ideas when focus is needed, communicate in ways that confuse rather than clarify, or lose sight of practical constraints in favour of theoretical elegance.

### ONE THING TO TRY

Before sharing an unconventional idea, translate it into language your audience can connect to. Ask yourself: 'What's the one sentence version of this that a pragmatic colleague would understand?' Lead with that sentence, then build out.

### EXPLORE FURTHER

*Think about the last idea you had that was dismissed. Was it dismissed because it was wrong, or because you didn't frame it in a way others could engage with? What would have changed if you'd translated it first?*

### THIS WEEK I WILL...

---

---

### I'LL KNOW IT'S WORKING WHEN...

---

---