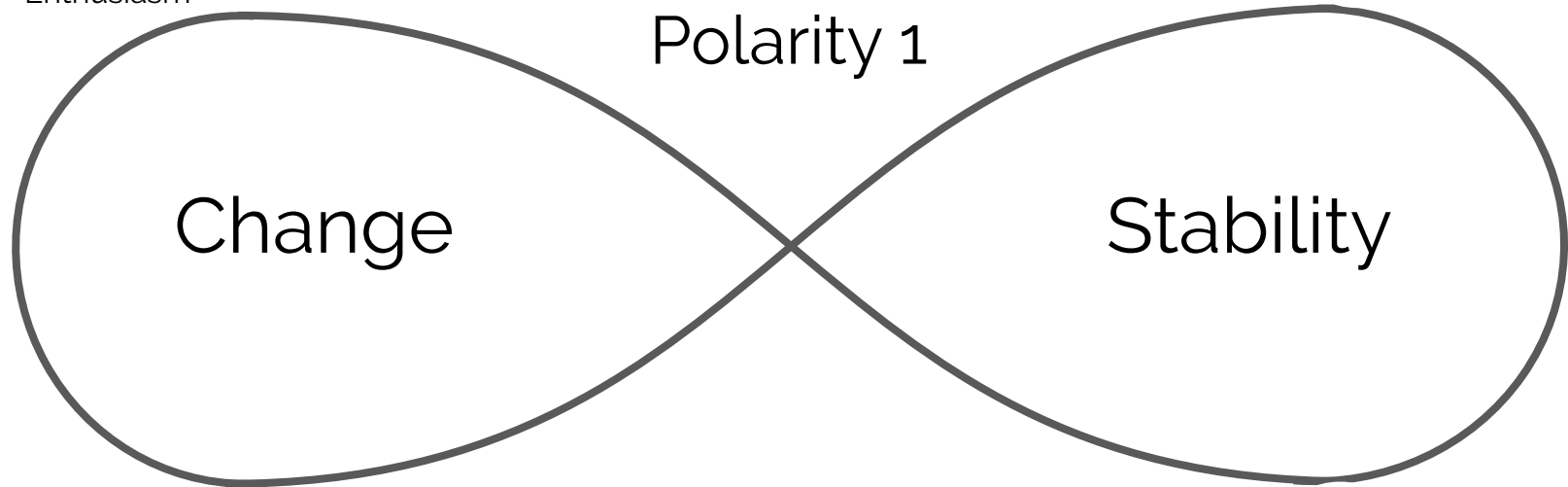


Advantages of focusing on the left pole:

- Champion initiatives
- Momentum
- Excitement
- Energy
- Enthusiasm

Advantages of focusing on the right pole:

- Familiarity
- Rest
- Trust



Disadvantages of over-focusing on the left pole

- Anxiety
- Feeling out of control
- Loss of identity

Disadvantages of over-focusing on the right pole

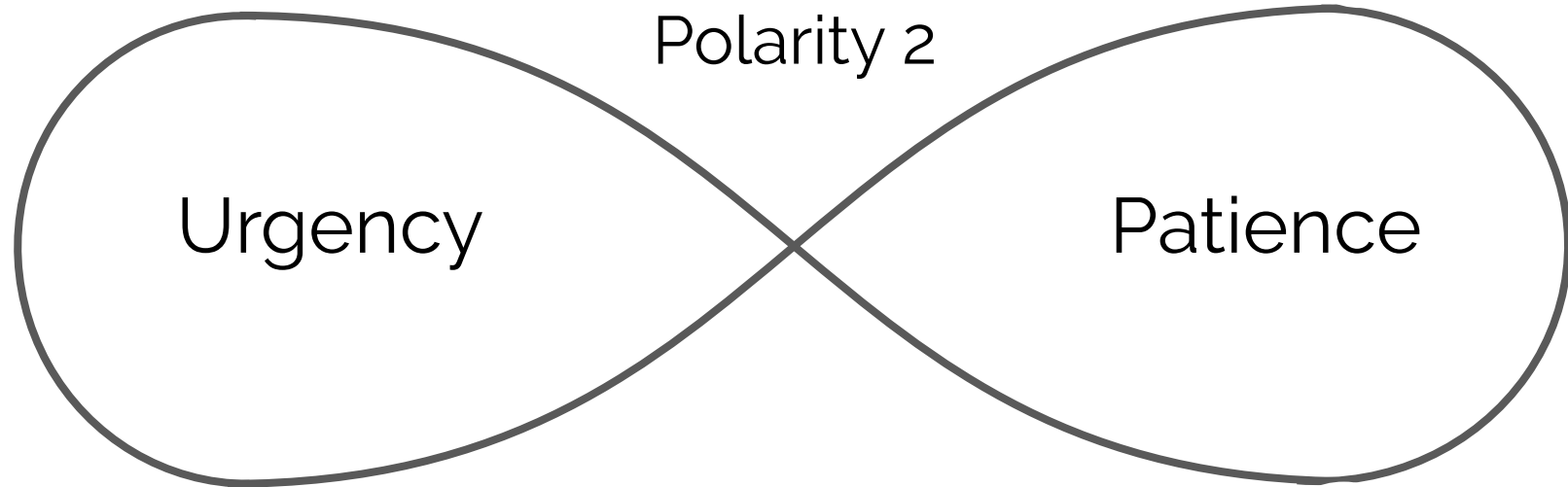
- Work feels stale
- Cutting corners
- Declines in energy, momentum
- Doubts
- Boredom

Advantages of focusing on the left pole:

- Increase pace change
- Productivity
- Identify priorities

Positive results from focusing on the right pole:

- Period of adoption and integration
- Time for support, guidance, and feedback
- Consistency
- Depth of knowledge



Disadvantages of over-focusing on the left pole

- Panic
- Overreactions
- Too much change at once

Disadvantages of over-focusing on the right pole

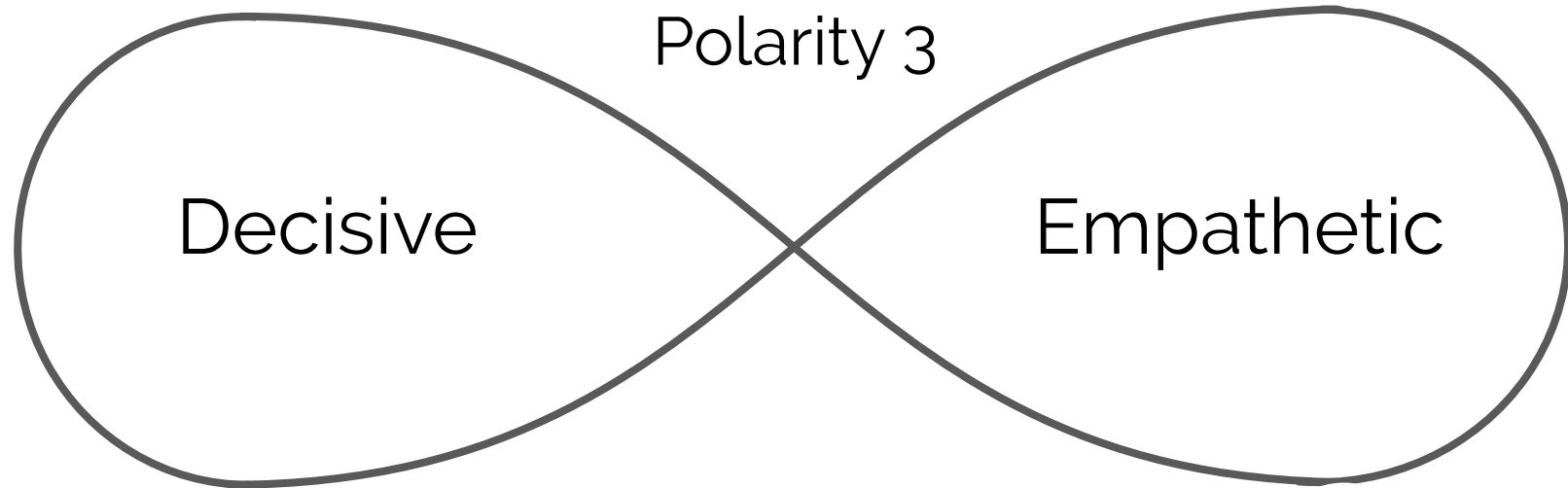
- Complaining
- Endless dialogue
- Waiting for a "perfect time" to change
- Not considering external factors

Advantages of focusing on the left pole:

- Keep commitments
- Take action
- Value outcomes

Positive results from focusing on the right pole:

- Displaying humanity
- Listening to people's feelings
- Valuing people



Disadvantages of over-focusing on the left pole

- Unilateral control
- Acting without considering full impact

Disadvantages of over-focusing on the right pole

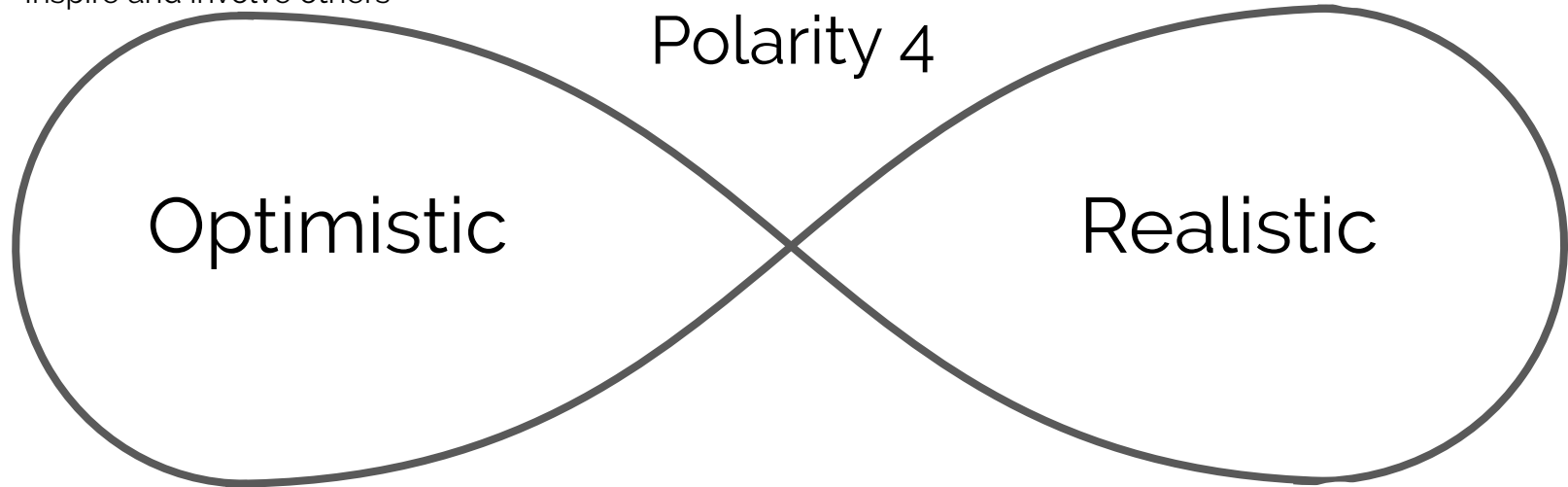
- Loss of internal motivation
- Loss of morale
- Second guessing

Advantages of focusing on the left pole:

- Creativity and innovation
- Energy
- Confidence
- Commitment to change
- Inspire and involve others

Positive results from focusing on the right pole:

- Transparent about challenges and struggles
- Admit mistakes
- Deliver good and bad news
- Ask difficult questions



Disadvantages of over-focusing on the left pole

- Idealism
- Decisions without data
- Other people may not be on board

Disadvantages of over-focusing on the right pole

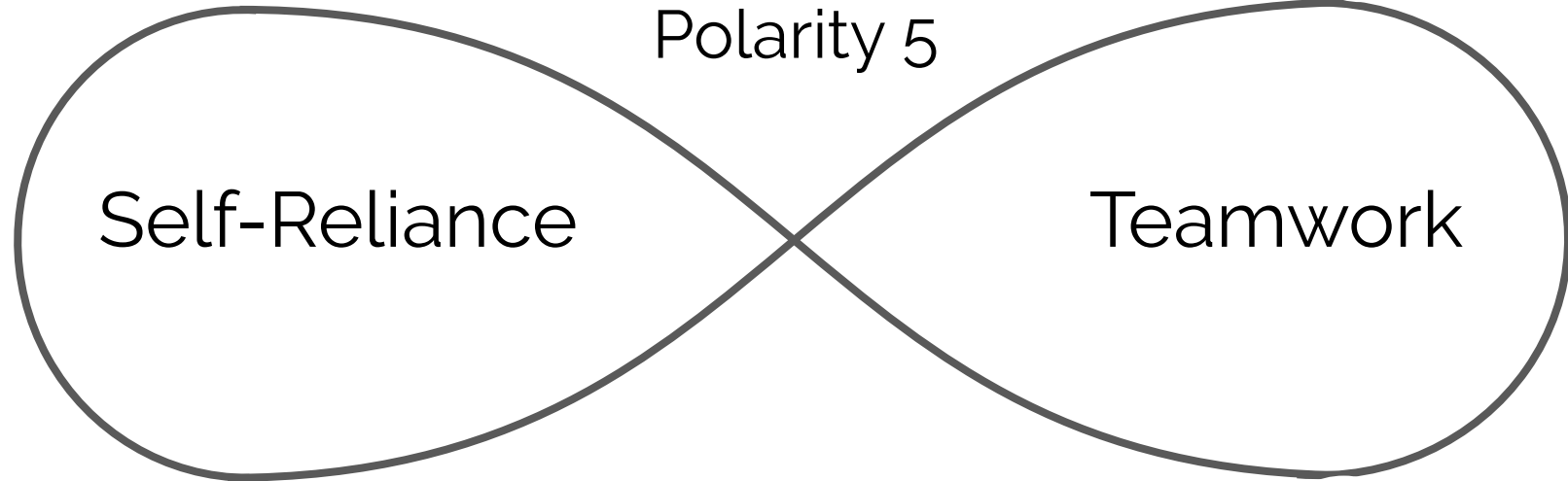
- Fear is only emotion
- Pessimism
- Cynicism
- Shy away from difficulties

Advantages of focusing on the left pole:

- Grow confidence in self
- Develop courage

Positive results from focusing on the right pole:

- Have to trust others
- Willingness to be vulnerable
- Develop confidence in others
- Learn and act from multiple perspectives
- Ideas are more innovative and clarified



Disadvantages of over-focusing on the left pole

- Echo chamber
- Limited to one perspective
- Self-doubt can impede action

Disadvantages of over-focusing on the right pole

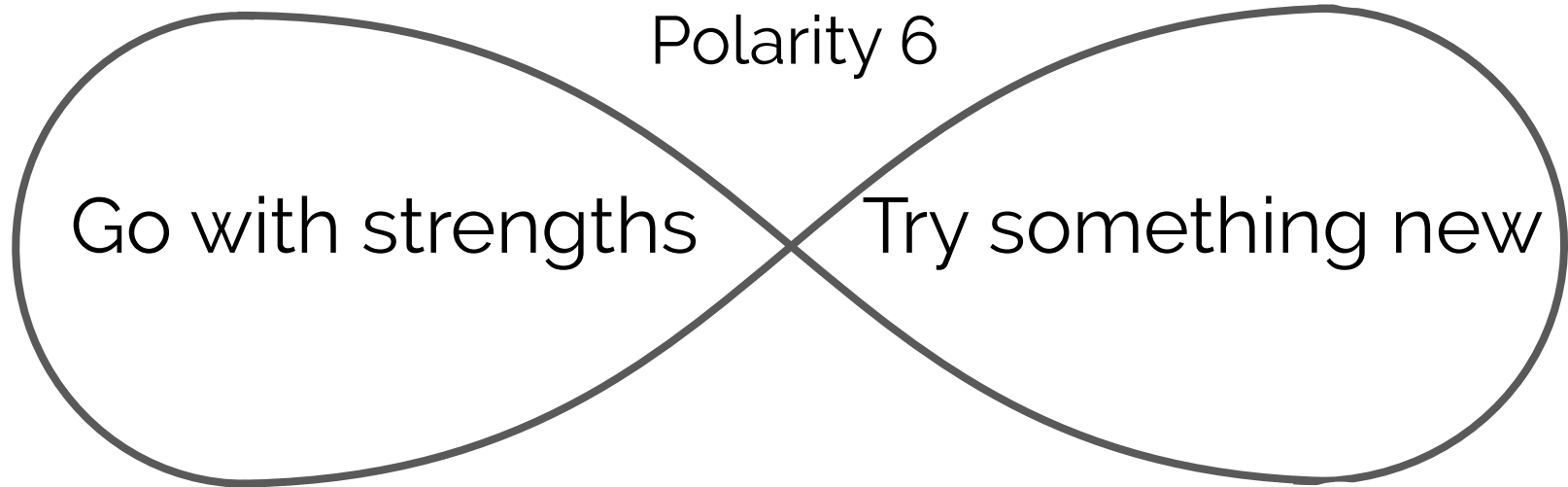
- Excessive interference
- Over-management
- Too many cooks in the kitchen
- Lack of individual ownership

Advantages of focusing on the left pole:

- Experience
- Proven
- Decreased risk

Positive results from focusing on the right pole:

- Gain self-awareness
- Increase adaptability



Disadvantages of over-focusing on the left pole

- Old strategies might not work in new environment
- Tunnel vision
- Groupthink

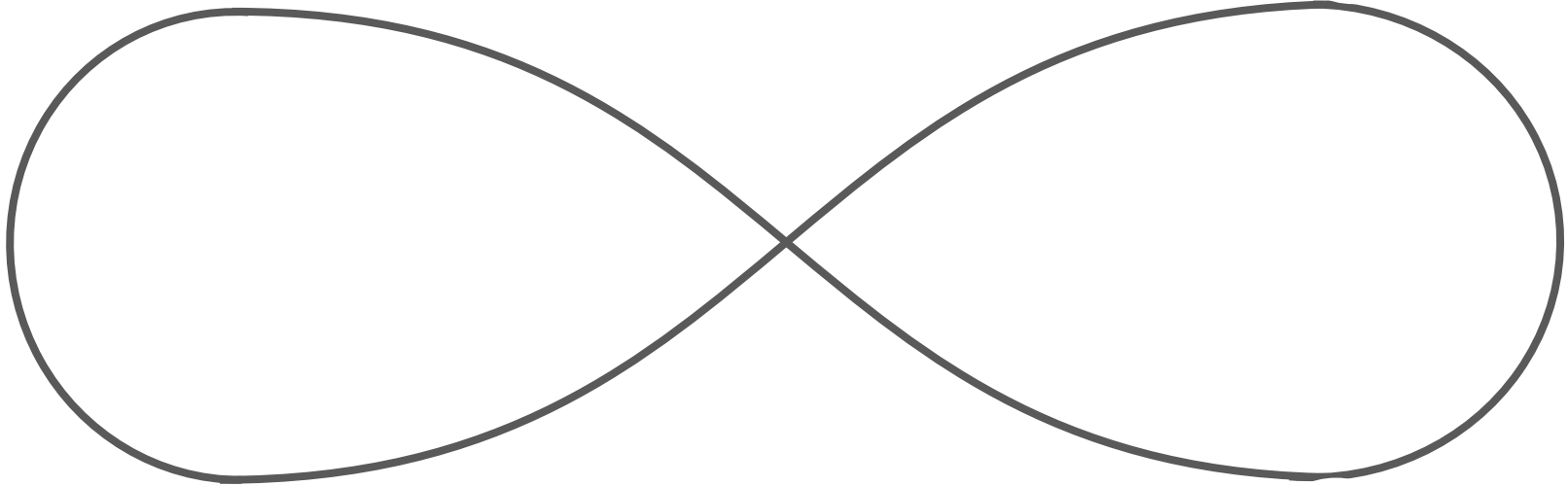
Disadvantages of over-focusing on the right pole

- Not right time to change
- Fragile environment or conditions

Advantages of focusing on the left pole:



Advantages of focusing on the right pole:



Disadvantages of over-focusing on the left pole



Disadvantages of over-focusing on the right pole

