





Culture is one of those vague concepts that everyone agrees matters, but few people know how to actually do. The ability of leaders to deliberately design and execute their organization's culture is what separates the good from the great.

With these cards, you have an opportunity to unpack how people feel about their work and the organization. They will tell you what they love, what they hate, and what they fear. This is the first step toward creating a new path and a new culture.

Our wish for you is that you gain insight, wisdom, and the courage to take action on what you uncover.

Remember: culture is designable, and Culture is a System. Work it, feed it, and you will drive performance like you've never seen before.

Good luck—and call us if we can help.

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Culture Design Group



INTRODUCTION

CULTURE SCIENCE CARDS

The Culture Science Cards are practical tools designed to spark organizational change, collaboration, and cultural growth. Each card focuses on a core principle—like psychological safety or innovation—and translates it into clear, actionable insights.

WHAT'S INSIDE:

- **Key Concepts:** Each card explains why a principle matters and how to practice it.
- **Interactive Exercises:** Prompts and activities help teams apply insights in real time.
- **Flexible Implementation:** Suggestions are adaptable to different team structures and needs.
- **Culture Goals:** Cards support both individual behavior and team-wide norms.
- **Research-Based:** Grounded in organizational psychology and change science.

Regular use helps teams align actions with values, improve decision-making, and build a resilient, high-performing culture.

HOW TO FACILITATE THE CARDS

The Culture Science Cards are a powerful tool for guiding productive conversations about leadership, behavior, and culture within your team and organization.

These cards are designed to surface the underlying behaviors that shape how people interact, make decisions, and perform in the workplace.

They provide a structured yet flexible way to explore the dynamics of culture and leadership, offering practical insights that can lead to meaningful change.

Your role as a leader and/or facilitator is to create a safe, engaging environment where participants feel comfortable discussing both effective and less effective behaviors.

The cards help identify key patterns that drive or hinder performance, offering a language for participants to express what they experience and aspire to within their organizational culture.

APPLICATIONS

The cards are versatile and can be used in a variety of ways, depending on the individual, group or organization's needs and objectives. Whether you're leading a session on leadership development, team dynamics, or organizational change, these cards can prompt valuable dialogue.

As you facilitate, focus on drawing out real examples, exploring different perspectives, and helping participants connect the behaviors on the cards to their everyday work experiences.

Don't be too concerned about getting the activities or card sort exercises right—the aim of the cards is to initiate high-quality conversations rather than as a test—and where people put the cards can be a great conversation starter with the right question!

A FEW KEY APPLICATIONS:

Leadership Reflection:

Help leaders explore the impact of their behaviors on their teams, identifying areas of strength and those requiring change.

Team Dynamics:

Use the cards to highlight the current behaviors within a team, helping to articulate what's working well and what's holding the group back.

Cultural Alignment:

Engage participants in defining the behaviors that reflect the ideal culture for their organization, comparing it to their current reality and identifying actionable steps for bridging the gap.

FACILITATOR'S BEST PRACTICE

These cards are a tool for open dialogue and self-discovery, empowering teams to align behaviors with the culture they aspire to build.

USING THE CULTURE SCIENCE CARDS

- **Set Clear Goals:** Define the session's purpose—teamwork, leadership, or cultural growth.
- **Create Safety:** Remind participants the cards are for reflection, not judgment.
- **Guide, Don't Direct:** Let the cards shape the discussion, while encouraging all voices to contribute.
- **Drive Action:** Help the group move from insight to tangible behavior changes.



1: GOAL DIRECTED

DEFINITION:

This card highlights a mindset focused on learning, self-improvement, and striving for excellence through proactive development.

KEY THEMES:

- **Continuous Improvement:** Seeking regular feedback, reflection, and training to grow.
- **Proactive Learning:** Actively pursuing challenges and learning opportunities.

IMPACT:

Encourages innovation, adaptability, and personal growth. If unbalanced, can lead to burnout or perfectionism.

HOW TO USE:

Use this card to prompt reflection on growth mindsets in the workplace. Encourage discussion around balancing ambition with well-being, and how leaders can create a culture of development.

KEY QUESTIONS:

- *Are you staying too comfortable and limiting your growth?*
- *How can you pursue growth while celebrating progress?*

SCENARIOS:

- **Work:** After a win, ask: "What could I improve next time?"
- **Life:** Identify one small habit change that could enhance your day.

REFLECTIVE PROMPT:

Where can you find small, meaningful opportunities to improve—even after success?



2: GOAL DIRECTED

DEFINITION:

This behavior reflects taking time to evaluate options and think critically before acting, leading to more intentional and effective outcomes.

KEY THEMES:

- **Deliberation:** Weighing pros and cons before committing.
- **Caution:** Avoiding rash decisions through careful planning.

IMPACT:

Improves strategy, reduces mistakes, and aligns actions with goals. Overuse may cause delays or analysis paralysis.

HOW TO USE:

Use this card to explore how participants balance thoughtful evaluation with timely action. Discuss strategies for making informed decisions while maintaining momentum.

KEY QUESTIONS:

- *Are you evaluating options—or overanalyzing and delaying?*
- *How can you make well-informed decisions without losing momentum?*

SCENARIOS:

- **Work:** Before rushing a decision, pause to assess alternatives for better outcomes.
- **Life:** When tempted to act fast, slow down to explore choices that align with your values.

REFLECTIVE PROMPT:

Where can you pause today to consider your options more carefully—for a smarter, more intentional decision?



3: GOAL DIRECTED

DEFINITION:

This behavior centers on preparation and foresight—strategically organizing resources and anticipating challenges to set up for success.

KEY THEMES:

- **Strategic Thinking:** Long-term focus to reduce risk and maximize opportunities.
- **Organization:** Clear goals, timelines, and resource planning to boost efficiency.

IMPACT:

Promotes excellence and reduces stress by ensuring readiness. Over-planning, however, can delay action or limit adaptability.

HOW TO USE:

Use this card to explore how planning supports performance. Encourage reflection on current planning habits and how to balance preparation with flexibility and responsiveness.

KEY QUESTIONS:

- *Is over-planning preventing action or agility?*
- *How can planning create structure while staying open to change?*

SCENARIOS:

- **Work:** Before starting a project, map out steps to avoid surprises and ensure smoother execution.
- **Life:** Break down big personal goals into smaller, manageable steps to reduce stress and increase joy in the process.

REFLECTIVE PROMPT:

What can you plan today—at work or in life—to make the path ahead clearer and more successful?



4: GOAL DIRECTED

DEFINITION:

This behavior reflects ambition and a commitment to excellence—setting high-reaching goals that stretch potential and drive growth.

KEY THEMES:

- **Ambition:** Pushing beyond the status quo to achieve more.
- **Growth:** Using bold goals to foster innovation, learning, and high performance.

IMPACT:

Challenging goals increase motivation, productivity, and engagement. When balanced with support and realism, they drive success. If too extreme, they may lead to stress or burnout.

HOW TO USE:

Use this card to spark conversations about goal-setting that inspires progress. Reflect on whether current goals are too comfortable or truly promote development. Discuss how to set SMART goals that are ambitious yet achievable.

KEY QUESTIONS:

- *Are your goals pushing you to grow—or keeping you comfortable?*
- *How can you raise the bar while ensuring support and sustainability?*

SCENARIOS:

- **Work:** Try a new approach to a routine task to improve efficiency for the future.
- **Life:** When tempted to act fast, slow down to explore choices that align with your values.

REFLECTIVE PROMPT:

Where can you set a small but meaningful challenge today that nudges you out of your comfort zone and toward growth?



5: GOAL DIRECTED

DEFINITION:

This behavior is driven by the desire to accomplish meaningful goals and feel fulfilled—pushing individuals to give their best and strive for excellence.

KEY THEMES:

- **Motivated by Milestones:** Pride comes from completing goals and overcoming challenges.
- **Commitment to Excellence:** High standards and continuous growth define success.

IMPACT:

Fuels performance, engagement, and purpose. When balanced, it creates momentum and pride. If overdone, it can cause burnout or unrealistic expectations.

HOW TO USE:

Use this card to explore what drives achievement. Reflect on how to set goals that energize without overwhelming.

KEY QUESTIONS:

- *Is your drive for achievement creating pressure or motivation?*
- *How can you stay driven while honoring your limits?*

SCENARIOS:

- **Work:** Reflect on your progress during a meaningful project and let it fuel your next step.
- **Life:** Celebrate small wins that add up to personal growth and purpose.

REFLECTIVE PROMPT:

How can you honor what you've achieved today—and let it inspire even greater goals tomorrow?



6: DEPENDENT

DEFINITION:

This behavior involves accepting goals without critical thought or feedback—often leading to missed opportunities for innovation, alignment, or improvement.

KEY THEMES:

- **Passive Compliance:** Agreeing without input due to fear, habit, or cultural norms.
- **Over-Reliance on Authority:** Deferring to leadership at the cost of ownership or initiative.

IMPACT:

Limits engagement, creativity, and critical thinking. When unaddressed, it can stall growth and reduce the effectiveness of goal-setting.

HOW TO USE:

Use this card to explore how critical thinking can improve alignment. Shift from passive agreement to active engagement.

KEY QUESTIONS:

- *Are you evaluating goals critically—or just going along?*
- *How can you support alignment while still encouraging honest feedback?*

SCENARIOS:

- **Work:** Instead of accepting a misaligned goal, suggest a thoughtful revision to better support team success.
- **Life:** Reassess a goal someone else set for you—does it reflect what you really want?

REFLECTIVE PROMPT:

Where can you question a goal today—at work or in life—to ensure it truly supports long-term success and growth?



7: DEPENDENT

DEFINITION:

This behavior involves conforming to directions or group norms without asserting ideas or taking initiative—often driven by fear, habit, or a desire to fit in.

KEY THEMES:

- **Conformity:** Avoiding conflict or standing out by going along with others.
- **Lack of Initiative:** Hesitating to take ownership or share new ideas.

IMPACT:

Too much following can limit creativity, growth, and team innovation.

HOW TO USE:

Use this card to reflect on the balance between being a supportive teammate and contributing original thinking. Discuss how to create a culture that welcomes input, initiative, and healthy dissent.

KEY QUESTIONS:

- *Are you following to support the team—or avoiding ownership?*
- *How can you bring forward your unique ideas while still being a team player?*

SCENARIOS:

- **Work:** Instead of sticking strictly to instructions, suggest a small improvement or alternate approach.
- **Life:** Offer to lead or share a new idea in a group setting where you'd usually go with the flow.

REFLECTIVE PROMPT:

Where can you take initiative today—at work or in life—rather than simply following along?



8: DEPENDENT

DEFINITION:

This behavior reflects a tendency to rely on others for validation before making decisions—often due to self-doubt or fear of making mistakes.

KEY THEMES:

- **Approval-Seeking:** Hesitation to act without reassurance from peers or authority.
- **Dependency:** Over-reliance on external input, reducing confidence and slowing progress.

IMPACT:

While collaboration has value, constant validation-seeking can stifle independence, delay decisions, and hinder innovation—especially in fast-paced environments.

HOW TO USE:

Use this card to explore where self-trust is lacking. Build confidence by acting without always seeking approval.

KEY QUESTIONS:

- *Are you seeking input to collaborate—or out of self-doubt?*
- *How can you involve others meaningfully while trusting your own judgment?*

SCENARIOS:

- **Work:** Instead of double-checking with a colleague, make a confident call and reflect on the outcome.
- **Life:** Skip the second opinion and decide based on what feels right for you.

REFLECTIVE PROMPT:

Where can you make a decision today—big or small—without needing outside approval?



9: DEPENDENT

DEFINITION:

This behavior reflects meeting the bare minimum—fulfilling tasks as directed without seeking to improve, innovate, or take initiative.

KEY THEMES:

- **Minimum Effort:** Sticking strictly to what's asked, without adding extra value.
- **Comfort in Conformity:** Avoiding risk or responsibility by staying within safe, known boundaries.

IMPACT:

While reliable, this approach can limit creativity, engagement, and growth. Over time, it may contribute to stagnation and missed opportunities for innovation or improvement.

HOW TO USE:

Use this card to reflect on where minimal effort shows up. Explore ways to pair reliability with initiative and impact.

KEY QUESTIONS:

- *Is playing it safe limiting your potential to contribute more?*
- *How can you fulfill your role while looking for ways to exceed expectations?*

SCENARIOS:

- **Work:** You're following a standard process—what small step could add value beyond what's required?
- **Life:** Offer a little more than expected in a relationship or task—it could deepen trust and connection.

REFLECTIVE PROMPT:

Where can you go above and beyond today—turning a routine task into an opportunity for growth or impact?



10: DEPENDENT

DEFINITION:

This behavior centers on prioritizing approval from leaders—often at the expense of honest input, innovation, or what’s best for the team.

KEY THEMES:

- **Approval-Seeking:** Aligning actions to meet leadership expectations.
- **Conformity:** Avoiding dissent or alternative ideas to stay in favor.

IMPACT:

Short-term harmony may come at the cost of creativity and authenticity. Over time, this can create a culture where feedback is withheld and progress is stifled.

HOW TO USE:

Use this card to explore how the desire to please authority may be limiting honest dialogue or independent thinking. Encourage reflection on how to balance respect for leadership with advocating for what truly benefits the team.

KEY QUESTIONS:

- *Are you prioritizing leader approval over team impact?*
- *How can you respect authority while offering honest perspectives?*

SCENARIOS:

- **Work:** Resist the urge to tailor ideas to please leadership—share what you genuinely believe will work best.
- **Life:** Voice your true opinion in a family or group setting, even if it differs from a respected figure.

REFLECTIVE PROMPT:

Where can you speak up with authenticity today—even if it challenges authority’s expectations?



11: CREATIVE

DEFINITION:

This behavior reflects a mindset of questioning norms and seeking better, more innovative ways of doing things.

KEY THEMES:

- **Critical Thinking:** Challenging outdated practices to drive improvement.
- **Confidence:** Willingness to take risks and disrupt the familiar for positive change.

IMPACT:

When done with care, challenging norms fuels innovation. Poorly timed or harshly delivered, it may cause friction.

HOW TO USE:

Use this card to spark conversations about innovation and the courage to question routines. Reflect on when and how to challenge norms effectively, and explore barriers like fear or team resistance.

KEY QUESTIONS:

- *Is your challenge sparking improvement—or causing disruption without purpose?*
- *How can you question the norm while building trust and support?*

SCENARIOS:

- **Work:** Spot an outdated process? Propose a small improvement to enhance results.
- **Life:** Break a routine and try something new—it might open unexpected doors.

REFLECTIVE PROMPT:

Where can you challenge a long-standing habit today—at work or in life—to create space for improvement or discovery?



12: CREATIVE

DEFINITION:

This behavior embraces conflict as a tool for growth—viewing disagreements as opportunities to challenge assumptions, spark ideas, and improve outcomes.

KEY THEMES:

- **Constructive Conflict:** Welcoming open debate to surface better solutions.
- **Innovation Through Tension:** Using challenges to inspire fresh thinking and creativity.

IMPACT:

Healthy conflict sparks innovation and team strength but needs respectful handling to avoid tension.

HOW TO USE:

Use this card to discuss how healthy conflict shows up in your team. Reflect on how disagreement can be used productively.

KEY QUESTIONS:

- *Are you avoiding conflict—and missing out on innovation?*
- *How can you use disagreement to fuel creativity and collaboration?*

SCENARIOS:

- **Work:** A heated discussion in a meeting? Use it to uncover new perspectives and improve solutions.
- **Life:** A disagreement with a friend? Reframe it as a chance for deeper connection and insight.

REFLECTIVE PROMPT:

Where can you welcome conflict today—as a spark for creative problem-solving and meaningful progress?



13: CREATIVE

DEFINITION:

This behavior encourages trying new approaches, taking thoughtful risks, and embracing the unknown to foster creativity and growth.

KEY THEMES:

- **Exploration:** Openness to testing unconventional ideas and learning through trial and error.
- **Failure as Learning:** Mistakes are seen as valuable steps toward innovation—not setbacks.

IMPACT:

Experimentation fuels progress, but only in a culture that supports risk-taking and views failure as part of the process. Without this, creativity can be stifled.

HOW TO USE:

Use this card to discuss how your team tests new ideas. Share lessons from risks taken and support a culture that rewards trying.

KEY QUESTIONS:

- *Is fear of failure holding back innovation in your team?*
- *How can you experiment without compromising performance or consistency?*

SCENARIOS:

- **Work:** When a project stalls, explore a new method instead of repeating old tactics—it might unlock breakthrough results.
- **Life:** Tired of your routine? Try something new and unexpected to spark energy and insight.

REFLECTIVE PROMPT:

Where can you run a small experiment today—in work or life—that opens the door to learning or fresh inspiration?



14: CREATIVE

DEFINITION:

This behavior reflects a growth mindset—actively inviting constructive feedback to improve, spark creativity, and uncover new perspectives.

KEY THEMES:

- **Continuous Improvement:** Using feedback to refine skills and thinking.
- **Openness:** Embracing input with curiosity, not defensiveness.

IMPACT:

When approached openly, feedback fuels innovation and personal growth. If feared or limited, it can stifle creativity and learning.

HOW TO USE:

Use this card to reflect on how your team engages with feedback. Discuss how to build a culture where feedback is shared constructively and used to drive improvement and creative thinking.

KEY QUESTIONS:

- *Are you avoiding feedback—or using it to grow and expand your perspective?*
- *How can feedback fuel your next creative breakthrough*

SCENARIOS:

- **Work:** After a project, ask for input before moving on—fresh insights can sharpen your future work.
- **Life:** Stuck on a personal goal? Feedback from someone experienced could help you grow faster.

REFLECTIVE PROMPT:

Where can you seek out feedback today to spark new ideas, improve your work, or strengthen your skills?



15: CREATIVE

DEFINITION:

This behavior reflects an eagerness to explore new ideas, ask questions, and stay open to learning—fueling creativity and discovery.

KEY THEMES:

- **Openness to Exploration:** Curiosity fuels creativity and fresh thinking.
- **Lifelong Learning:** A constant desire to grow, adapt, and stay innovative.

IMPACT:

Curiosity sparks innovation and keeps teams dynamic. Without focus, though, it can lead to distraction—so pairing curiosity with purpose is key.

HOW TO USE:

Use this card to reflect on how curiosity supports learning and innovation. Encourage asking “what if” and exploring new angles.

KEY QUESTIONS:

- *Are you staying curious—or settling into what's familiar?*
- *How can you build a team culture that supports curiosity and exploration?*

SCENARIOS:

- **Work:** Before finalizing a solution, ask “What haven’t we considered?” to spark new ideas.
- **Life:** Step outside your routine—try something unfamiliar to uncover new passions or insights.

REFLECTIVE PROMPT:

Where can you bring more curiosity today—to open up creative possibilities in your work or life?



16: CONVENTIONAL

DEFINITION:

This behavior reflects a strong adherence to established rules and processes, often without questioning their current relevance or effectiveness.

KEY THEMES:

- **Structure & Predictability:** Favoring consistency over flexibility.
- **Risk Aversion:** Avoiding change to stay safe.

IMPACT:

While rules promote order and compliance, rigid rule-following can stifle adaptability, innovation, and responsiveness—especially when systems are outdated or no longer effective.

HOW TO USE:

Use this card to reflect on when rules serve the team—and when they need rethinking. Encourage flexibility when systems no longer fit.

KEY QUESTIONS:

- *Are rules helping—or preventing growth and innovation?*
- *How can you balance structure with flexibility when it's needed most?*

SCENARIOS:

- **Work:** Rigid processes slowing you down? Propose a flexible alternative that improves efficiency.
- **Life:** Break a personal routine to invite creativity, spontaneity, or joy into your day.

REFLECTIVE PROMPT:

Where can you challenge a rule or routine today to create more impact, efficiency, or energy?



17: CONVENTIONAL

DEFINITION:

This behavior reflects a reluctance to question the status quo or raise tough issues—prioritizing harmony over progress or innovation.

KEY THEMES:

- **Avoidance:** Prioritizing comfort over change.
- **Conformity:** Maintaining the norm to fit in or prevent conflict.

IMPACT:

While promoting short-term peace, this mindset can limit growth, suppress creativity, and allow unresolved issues to fester—ultimately stalling innovation and team evolution.

HOW TO USE:

Use this card to discuss the cost of staying silent. Encourage reflection on when harmony is helpful—and when it prevents progress. Explore ways to foster psychological safety where speaking up is supported and respected.

KEY QUESTIONS:

- *Is keeping the peace holding back needed change?*
- *How can you encourage honest dialogue without undermining stability?*

SCENARIOS:

- **Work:** Notice a persistent issue? Gently raise it—it could unlock improvement the team needs.
- **Life:** Break the silence on a lingering topic with a friend or family member—progress often starts with one brave conversation.

REFLECTIVE PROMPT:

Where can you speak up today—even if it's uncomfortable—to spark growth, resolution, or needed change?



18: CONVENTIONAL

DEFINITION:

This behavior focuses on managing how one is perceived—often at the expense of authenticity, risk-taking, or honest engagement.

KEY THEMES:

- **Image Management:** Prioritizing reputation over real impact or openness.
- **Cautiousness:** Avoiding risks or innovation to stay within "safe" expectations.

IMPACT:

Overemphasis on appearances can lead to superficial interactions, limited creativity, and withheld contributions. Long term, it may erode trust and stifle team growth and innovation.

HOW TO USE:

Use this card to explore the balance between professionalism and authenticity. Encourage reflection on how image-driven behavior may be holding back risk-taking, openness, or true collaboration.

KEY QUESTIONS:

- *Are you prioritizing how you look—or what you contribute?*
- *How can authenticity strengthen both trust and performance?*

SCENARIOS:

- **Work:** Before a presentation, shift your focus from impressing to delivering meaningful value.
- **Life:** At a social event, let go of the need to "perform" and connect genuinely.

REFLECTIVE PROMPT:

Where can you replace image management with real presence and authenticity today—in your work or personal life?



19: CONVENTIONAL

DEFINITION:

This behavior reflects a reluctance to change functioning systems—favoring stability over improvement or innovation.

KEY THEMES:

- **Resistance to Change:** Preference for established methods, even if they're outdated.
- **Stability Over Risk:** Maintaining consistency to avoid disruption, sometimes at the cost of growth.

IMPACT:

While preserving order, this mindset can limit adaptability and lead to missed opportunities for innovation. Over time, it may result in complacency, inefficiency, or reduced competitiveness.

HOW TO USE:

Use this card to discuss when maintaining the status quo is wise—and when it's limiting progress. Encourage reflection on how small, proactive improvements can enhance even well-functioning systems.

KEY QUESTIONS:

- *Is your focus on stability blocking potential improvements?*
- *How can you protect what works while still evolving?*

SCENARIOS:

- **Work:** A familiar process works fine—but could be more efficient. Suggest a small upgrade to boost performance.
- **Life:** Your routine is solid—what minor change could make it even better?

REFLECTIVE PROMPT:

What's one thing in your work or routine that isn't broken—but could still be improved?



20: CONVENTIONAL

DEFINITION:

This behavior centers on prioritizing being liked or accepted—often avoiding conflict or tough decisions to preserve harmony.

KEY THEMES:

- **Conflict Avoidance:** Dodging discomfort to keep peace.
- **Need for Approval:** Valuing others' opinions over making the right or hard choice.

IMPACT:

While it keeps short-term peace, this behavior can delay important decisions, erode accountability, and stall team progress. Over time, it may reduce respect and trust.

HOW TO USE:

Use this card to explore the tension between maintaining relationships and making tough calls. Encourage reflection on when the need to be liked may be holding back necessary action or honesty.

KEY QUESTIONS:

- *Are you avoiding conflict to protect relationships—at the cost of progress?*
- *How can you balance respect with the courage to do what's right?*

SCENARIOS:

- **Work:** You have honest feedback—deliver it with care, even if it risks temporary discomfort.
- **Life:** Don't hold back your feelings to keep the peace—trust that honesty builds stronger bonds.

REFLECTIVE PROMPT:

Where can you speak up or take action today—not to be liked, but to do what's truly needed?



21: AUTHENTIC

DEFINITION:

This behavior reflects open, honest, and clear communication—building trust, accountability, and alignment within teams and relationships.

KEY THEMES:

- **Approval-Seeking:** Sharing information clearly and explaining the “why” behind actions or decisions.
- **Dependency:** Owning both successes and mistakes, promoting a culture of learning.

IMPACT:

Transparency strengthens trust, collaboration, and clarity. Without it, teams may experience confusion, mistrust, or disengagement.

HOW TO USE:

Use this card to reflect on how transparency affects team dynamics. Discuss how to be more open in communication and decision-making while navigating challenges like confidentiality or vulnerability.

KEY QUESTIONS:

- *Are you withholding info that could help your team thrive?*
- *How can you use transparency to build stronger trust and alignment?*

SCENARIOS:

- **Work:** Made a mistake? Own it openly—it builds credibility and fosters a learning culture.
- **Life:** Instead of saying “I’m fine,” share more honestly—you might deepen the connection.

REFLECTIVE PROMPT:

Where can you lead with more transparency today to strengthen trust, clarity, or connection?



22: AUTHENTIC

DEFINITION:

This behavior reflects taking pride in one's work—approaching tasks with confidence, fulfillment, and enthusiasm.

KEY THEMES:

- **Positive Engagement:** Feeling motivated, fulfilled, and connected to your work.
- **Confidence & Commitment:** Tackling responsibilities with a positive, can-do mindset.

IMPACT:

When people enjoy what they do, they're more productive, committed, and uplifting to those around them. A lack of joy, on the other hand, can lead to disengagement and low performance.

HOW TO USE:

Use this card to explore what brings meaning to your work. Encourage small shifts that boost enthusiasm, even in routine tasks.

KEY QUESTIONS:

- *Are you finding fulfillment—or just going through the motions?*
- *How can you bring more energy and joy to your work—and help others do the same?*

SCENARIOS:

- **Work:** A routine task like planning a meeting? Add creativity or purpose to reinvigorate your approach.
- **Life:** A chore feels dull—reframe it as a mindful moment or a way to care for your space.

REFLECTIVE PROMPT:

How can you bring more joy to something you're responsible for today—no matter how small it may seem?



23: AUTHENTIC

DEFINITION:

This behavior reflects unwavering integrity—making choices aligned with personal and ethical principles, even under pressure.

KEY THEMES:

- **Integrity:** Acting with honesty and ethics, regardless of popularity or ease.
- **Self-Assurance:** Making decisions based on what's right, not what's convenient.

IMPACT:

Integrity builds trust and respect. It may create tension in some settings but strengthens leadership and team culture over time.

HOW TO USE:

Use this card to explore how integrity shows up in everyday decisions. Discuss how to stay grounded in values and how leaders can create a culture that rewards ethical behavior—even when it's hard.

KEY QUESTIONS:

- *Are you upholding your values, even when it's uncomfortable?*
- *How can you lead by example and encourage others to act with integrity?*

SCENARIOS:

- **Work:** Pressured to cut corners? Choose the honest route—it reinforces trust and sets the tone for others.
- **Life:** Hear something that clashes with your values? Speak up respectfully—it's a chance to lead with integrity.

REFLECTIVE PROMPT:

Where can you stand firm in your values today, even in a small moment that might test your principles?



24: AUTHENTIC

DEFINITION:

This card reflects a behaviour that values honest expression—sharing thoughts and emotions to build trust and connection.

KEY THEMES:

- **Emotional Honesty:** Being open about feelings to foster deeper understanding.
- **Open Dialogue:** Creating space for honest conversations and collaborative problem-solving.

IMPACT:

Open communication builds trust and teamwork but requires emotional intelligence to avoid oversharing or tension.

HOW TO USE:

Use this card to reflect on how openness affects communication and relationships. Discuss how to create a safe, respectful space where people feel comfortable expressing themselves.

KEY QUESTIONS:

- *Are you holding back—and how is that affecting trust and connection?*
- *How can you promote open, honest dialogue within your team?*

SCENARIOS:

- **Work:** Have a concern or idea? Share it openly—it could build trust and lead to better solutions.
- **Life:** Expressing your feelings kindly can deepen connection and resolve lingering tension.

REFLECTIVE PROMPT:

Where can you speak more openly today—to strengthen trust, clarity, or connection in your work or personal life?

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25: AUTHENTIC

DEFINITION:

This behavior reflects honest, direct, and authentic communication—sharing truths clearly, even when they're uncomfortable.

KEY THEMES:

- **Authenticity:** Speaking with honesty, not sugar-coating or avoiding the real message.
- **Courage & Clarity:** Communicating difficult truths with purpose and respect.

IMPACT:

Directness builds trust and transparency—but without care, it can cause friction or defensiveness. Balancing honesty with empathy is essential.

HOW TO USE:

Use this card to spark discussion on candid communication. Reflect on how to deliver feedback constructively and how to foster a culture where honesty is welcomed and respected.

KEY QUESTIONS:

- *Are you being honest to help—or just to vent?*
- *How can you speak truthfully while still showing care and respect?*

SCENARIOS:

- **Work:** Share honest feedback with a teammate to improve clarity and performance.
- **Life:** Express your real feelings in a relationship to strengthen connection and trust.

REFLECTIVE PROMPT:

Where can you be more direct and honest today—while also practicing empathy and care in how you communicate?



26: VALIDATING

DEFINITION:

This behavior centers on seeking approval and avoiding conflict—prioritizing being liked over being honest or making tough decisions.

KEY THEMES:

- **Approval-Seeking:** Avoiding friction to maintain a positive image.
- **Conflict Avoidance:** Withholding feedback or opinions to keep relationships smooth.

IMPACT:

While friendliness supports collaboration, overemphasis on likability can lead to inauthenticity, poor decision-making, and unresolved issues. Long-term, it may erode trust and effectiveness.

HOW TO USE:

Use this card to reflect on how approval-seeking influences communication and leadership. Discuss how to build genuine relationships without compromising authenticity or avoiding necessary conversations.

KEY QUESTIONS:

- *Are you avoiding hard truths to stay liked—and at what cost?*
- *How can you balance kindness with courage and honesty?*

SCENARIOS:

- **Work:** Instead of staying quiet to keep peace, speak your truth respectfully—it fosters deeper respect.
- **Life:** Voice your opinion in a group setting, even if it goes against the flow—real connection comes from authenticity.

REFLECTIVE PROMPT:

Where can you show up more authentically today—even if it means not pleasing everyone?



27: VALIDATING

DEFINITION:

This behavior involves adjusting your actions to gain approval or avoid conflict—often at the expense of your own goals or your team's focus.

KEY THEMES:

- **People-Pleasing:** Prioritizing others' expectations over your own objectives.
- **Loss of Focus:** Changing direction too often can weaken strategic alignment and effectiveness.

IMPACT:

While accommodating others can maintain harmony, chronic priority-shifting creates confusion, inefficiency, and misalignment. It may undermine long-term goals for the sake of short-term approval.

HOW TO USE:

Use this card to discuss the difference between collaboration and people-pleasing. Reflect on how to stay committed to your core objectives while navigating external pressures respectfully.

KEY QUESTIONS:

- *Are you shifting focus for the right reasons—or just to be liked?*
- *How can you stay focused while still being supportive of others?*

SCENARIOS:

- **Work:** colleague's last-minute request derails your plan. Consider setting a boundary to protect your priorities.
- **Life:** Say no to something that doesn't serve your goals—and reclaim your time and energy.

REFLECTIVE PROMPT:

Where can you hold firm on your priorities today, even if it means disappointing someone in the short term?



28: VALIDATING

DEFINITION:

This behavior involves prioritizing acceptance and validation from others—often at the expense of personal values, needs, or best judgment.

KEY THEMES:

- **Validation-Seeking:** Adjusting actions to please others rather than acting from conviction.
- **Loss of Authenticity:** Compromising truth or effectiveness for external approval.

IMPACT:

Over time, approval-seeking weakens confidence, clouds decision-making, and disconnects people from purpose.

HOW TO USE:

Use this card to reflect on how approval-seeking may be influencing decisions. Encourage honest dialogue about balancing consideration for others with staying grounded in one's values and ideas.

KEY QUESTIONS:

- *Are you acting to be approved—or to do what's right?*
- *How can you lead with confidence while still valuing others' perspectives?*

SCENARIOS:

- **Work:** Pitch your idea as you believe in it—not how you think leadership wants to hear it.
- **Life:** Dress, speak, or act in a way that feels true to you—not just to be liked.

REFLECTIVE PROMPT:

Where can you choose authenticity over approval today—and trust that your true voice is enough?



29: VALIDATING

DEFINITION:

This card reflects a behaviour where individuals conform to group decisions to avoid conflict or gain approval—even when they have doubts or better ideas.

KEY THEMES:

- **Groupthink:** Suppressing individual views to maintain harmony.
- **Conflict Avoidance:** Prioritizing fitting in over contributing unique perspectives.

IMPACT:

Groupthink may keep peace short-term but stifles creativity, accountability, and weakens team performance over time.

HOW TO USE:

Use this card to reflect on how conformity may be silencing valuable input. Discuss ways to create psychological safety and a culture that values dissent, diverse thinking, and respectful debate.

KEY QUESTIONS:

- *Are you staying silent to avoid conflict—and what is your team missing as a result?*
- *How can you encourage diverse viewpoints to strengthen team decisions?*

SCENARIOS:

- **Work:** Everyone agrees on a direction, but you see a risk—share your concern and invite discussion.
- **Life:** Friends make a plan you don't love—speak up and offer an alternative.

REFLECTIVE PROMPT:

Where can honesty lead to better alignment today?



30: VALIDATING

DEFINITION:

This behavior reflects the tendency to stay agreeable—avoiding conflict or dissent to gain approval, fit in, or keep the peace.

KEY THEMES:

- **Fear of Conflict:** Withholding opinions out of fear of rejection or tension.
- **Conformity:** Avoiding disagreement fuels groupthink and stifles diverse thinking.

IMPACT:

Avoiding disagreement may keep peace short-term, but over time, it stifles ideas and weakens team trust and decision-making.

HOW TO USE:

Use this card to discuss the importance of respectful disagreement. Reflect on how avoiding dissent may have impacted team decisions and explore ways to build a culture where differing opinions are welcomed.

KEY QUESTIONS:

- *Are you avoiding conflict—and what's lost by holding back?*
- *How can you make space for disagreement that strengthens decisions and trust?*

SCENARIOS:

- **Work:** Speak up when you see a different perspective—it could improve the outcome.
- **Life:** Express your honest opinion in a group, even if it goes against the grain—it builds connection and clarity.

REFLECTIVE PROMPT:

Where can you respectfully disagree today—to enrich the conversation and stay true to what you believe?



31: CONFIDENT

DEFINITION:

This card reflects a behaviour where authority is asserted strongly, often limiting input or collaboration from others.

KEY THEMES:

- **Assertive Leadership:** Driving decisions firmly, sometimes leaving little room for dialogue.
- **Control-Oriented:** Prioritizing control over openness, which can hinder team contribution.

IMPACT:

While useful in urgent situations, overusing a forceful approach can stifle creativity, lower morale, and discourage participation. It may lead to disengagement and limit team growth.

HOW TO USE:

Use this card to explore the balance between leading firmly and creating space for input. Discuss how openness can strengthen outcomes.

KEY QUESTIONS:

- *Are you driving progress—or shutting down contribution?*
- *How can you lead firmly while still inviting others to share their ideas?*

SCENARIOS:

- **Work:** You're leading a project. Instead of pushing your plan through, ask your team for input—it could uncover a better solution.
- **Life:** During a group decision, resist the urge to take over—create space for others to weigh in.

REFLECTIVE PROMPT:

Where can you lead with strength today—while still making space for others to be heard and involved?



32: CONFIDENT

DEFINITION:

This behavior reflects a commitment to delivering high-quality work efficiently. It's about maintaining standards of excellence without compromising productivity.

KEY THEMES:

- **Quality Meets Output:** Consistently delivering work that is both well-crafted and timely.
- **Confident Efficiency:** Trusting your ability to manage time, workload, and standards—especially under pressure.

IMPACT:

Balancing quality and quantity builds trust and success; favoring speed or perfection risks burnout, delays, and inconsistency.

HOW TO USE:

Use this card to explore how individuals or teams manage the tension between doing things well and doing them quickly. Reflect on how to improve time management, prioritize tasks, and stay focused without sacrificing standards.

KEY QUESTIONS:

- *Sacrificing quality for speed, or stuck chasing perfection?*
- *How can you deliver excellent work while still hitting deadlines and staying productive?*

SCENARIOS:

- **Work:** Quality slipping? Narrow focus and refine your work.
- **Life:** Overcommitted? Prioritize fewer, meaningful moments.

REFLECTIVE PROMPT:

Where can you strike a better balance between excellence and efficiency today—at work or in life?



33: CONFIDENT

DEFINITION:

This behavior reflects bringing energy, optimism, and eagerness to your work, often inspiring those around you and contributing to a positive team culture.

KEY THEMES:

- **Energy and Positivity:** Enthusiasm boosts morale and engagement.
- **Inspiration and Initiative:** Motivation sparks momentum and encourages others.

IMPACT:

Enthusiasm fuels creativity, teamwork, and resilience but can cause overcommitment if unchecked—balance is vital.

HOW TO USE:

Use this card to reflect on how enthusiasm shapes team dynamics and performance. Discuss how to maintain positive energy while remaining grounded and sensitive to others' capacities and moods.

KEY QUESTIONS:

- *Is your enthusiasm lifting others up—or creating unspoken pressure to keep pace?*
- *How can you inspire your team while staying in tune with their individual needs and energy levels?*

SCENARIOS:

- **Work:** Facing a routine task? Bring fresh energy and inspire others.
- **Life:** A dull errand? Turn it into a chance for fun or connection.

REFLECTIVE PROMPT:

How can you bring genuine enthusiasm to something ordinary today—and use it to energize yourself and others?



34: CONFIDENT

DEFINITION:

This behavior reflects a willingness to step outside your comfort zone and take thoughtful, strategic risks to support growth and innovation.

KEY THEMES:

- **Thoughtful Decision-Making:** Evaluate outcomes and choose wisely, not impulsively.
- **Courage and Innovation:** Embrace uncertainty to pursue new ideas and learn from all results.

IMPACT:

Taking thoughtful risks boosts creativity and innovation, but impulsive risks cause setbacks—balance is key.

HOW TO USE:

Use this card to explore when risk is worth it. Reflect on past outcomes and how to build risk-tolerant habits.

KEY QUESTIONS:

- *Are you avoiding risk due to fear of failure, and is that limiting your growth or innovation?*
- *How can you take a thoughtful risk today that aligns with your goals and encourages progress?*

SCENARIOS:

- **Work:** Add a bold suggestion to a client email—it could spark better engagement.
- **Life:** Ask a deeper question in conversation. Vulnerability builds connection.

REFLECTIVE PROMPT:

What small risk could you take today that might lead to a better outcome?



35: CONFIDENT

DEFINITION:

This behavior reflects trusting your own skills and judgment, especially in uncertain or challenging situations.

KEY THEMES:

- **Self-Confidence and Trust:** Believe in your abilities, decide firmly, and act without doubt.
- **Courage and Initiative:** Take action, speak up, and pursue opportunities despite uncertainty.

IMPACT:

Backing yourself fuels leadership, innovation, and resilience. But unchecked overconfidence can hinder collaboration—confidence should be balanced with openness to feedback.

HOW TO USE:

Use this card to reflect on daily confidence and ways to build self-belief through preparation, past wins, and support. Highlight how confidence fosters resilience, initiative, and growth while embracing feedback.

KEY QUESTIONS:

- *Are you trusting your abilities, or holding back due to self-doubt?*
- *How can you strengthen your confidence and act boldly, even when the outcome isn't guaranteed?*

SCENARIOS:

- **Work:** Asked to lead a project, you trust your skills and lead confidently, setting a clear tone.
- **Life:** Starting a new goal, you take the first step without waiting for certainty, trusting the process.

REFLECTIVE PROMPT:

Where can you back yourself today, trusting your ability to learn as you go?



36: FEARFUL

DEFINITION:

This behavior reflects avoiding risk and sticking to familiar methods, even when new approaches could lead to growth.

KEY THEMES:

- **Risk Avoidance:** Prioritizing safety and predictability over innovation or change.
- **Fear of Failure:** Hesitating to try new approaches due to fear of mistakes, judgment, or loss.

IMPACT:

Caution can prevent failure but may limit creativity and progress. Risk-averse teams often miss opportunities and struggle to adapt.

HOW TO USE:

Use this card to explore how fear of failure influences decisions. Discuss ways to support low-risk experimentation and build comfort with trying new things.

KEY QUESTIONS:

- *Are you choosing safety over opportunity—and at what cost?*
- *How can you take more considered risks to unlock growth while still managing uncertainty?*

SCENARIOS:

- **Work:** You've done it one way, but trying a new method could improve results—give it a shot.
- **Life:** Tempted to skip an unfamiliar event? Showing up could lead to something meaningful.

REFLECTIVE PROMPT:

What personal risk could you take today that might lead to growth?



37: FEARFUL

DEFINITION:

This behavior shows reluctance to own tasks, often to avoid failure, leading to lost initiative and follow-through.

KEY THEMES:

- **Avoiding Accountability:** Steering clear of tasks with uncertain outcomes or risk.
- **Lack of Ownership:** Letting others lead or make decisions to stay in the background.

IMPACT:

Lack of ownership can slow progress, damage trust, and lower morale as others are left to carry the load.

HOW TO USE:

Use this card to explore avoidance in your team and its costs. Discuss building a culture of ownership where people feel empowered to step up, even in uncertainty.

KEY QUESTIONS:

- *Are you avoiding ownership to stay safe? How is this impacting team trust or momentum?*
- *How can you take more initiative and show accountability, even when outcomes aren't guaranteed?*

SCENARIOS:

- **Work:** Tempted to delegate a tough task? Take the lead and ask for help—initiative builds confidence and trust.
- **Life:** Asked to plan something personal? Embrace it as a growth chance instead of opting out.

REFLECTIVE PROMPT:

Where can you take full ownership today instead of passing the buck?



38: FEARFUL

DEFINITION:

This behavior reflects deferring decisions to others—often out of fear or self-doubt.

KEY THEMES:

- **Avoiding Responsibility:** Hesitation to own decisions, often to avoid being wrong.
- **Deference to Authority:** Relying on senior leaders for direction, even when decisions could be made at one's level.

IMPACT:

Pushing decisions upward slows progress, burdens leaders, and weakens initiative, leading to a passive, disempowered culture.

HOW TO USE:

Use this card to explore how deferring decisions affects team agility. Reflect on why it happens and how to build confidence and a culture of empowered, independent decision-making.

KEY QUESTIONS:

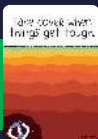
- *Are you deferring decisions out of fear? How is this affecting your team's momentum and your own growth?*
- *What's a decision you could confidently make today?*

SCENARIOS:

- **Work:** Tempted to ask your manager? Try deciding yourself—small acts of ownership grow leadership.
- **Life:** Hesitating on weekend plans? Speak up—small choices build confidence.

REFLECTIVE PROMPT:

What's one call you can make today instead of pushing it upward?



39: FEARFUL

DEFINITION:

This behavior shows up when people retreat from responsibility in tough situations, leaving others to deal with the consequences.

KEY THEMES:

- **Avoidance of Responsibility:** Shying away from challenges, especially when risk or uncertainty is involved.
- **Fear of Failure:** A desire to avoid blame leads to hesitation and inaction.

IMPACT:

It burdens teammates, breaks trust, and weakens collaboration—stalling progress and problem-solving.

HOW TO USE:

Use this card to reflect on moments of avoidance. Discuss how stepping up—especially under pressure—can build trust, resilience, and team strength.

KEY QUESTIONS:

- *Are you stepping back when things get hard, and how is that affecting your team's trust and performance?*
- *How can you take more responsibility during tough moments to support your team and build trust?*

SCENARIOS:

- **Work:** A project stalls, and it's tempting to let others handle it. What if you leaned in, took initiative, and helped find a way forward?
- **Life:** Avoiding a personal issue? Facing it calmly now could bring relief later.

REFLECTIVE PROMPT:

Where in your life can you stop avoiding and take responsibility today?



40: FEARFUL

DEFINITION:

This behavior reflects a tendency to preserve harmony by avoiding disagreements—even when issues need to be addressed.

KEY THEMES:

- **Conflict Avoidance:** Dodging confrontation to keep the peace, often rooted in discomfort or fear of tension.
- **Surface Harmony:** Issues stay buried, which can delay progress and create bigger problems down the line.

IMPACT:

Avoiding conflict can delay progress, erode trust, and suppress important ideas—often doing more harm than respectful honesty.

HOW TO USE:

Use this card to explore how healthy conflict builds strong teams through open communication, emotional intelligence, and resolution skills.

KEY QUESTIONS:

- *Are you avoiding conflict at the cost of growth or resolution?*
- *How can you address issues constructively while keeping relationships intact?*

SCENARIOS:

- **Work:** You disagree with a plan but stay silent. What if speaking up respectfully led to a better outcome?
- **Life:** You avoid giving feedback to a friend. What if sharing it with care strengthened your bond?

REFLECTIVE PROMPT:

How can you face potential conflict today in a way that supports trust and growth?



41: EMPOWERING

DEFINITION:

Supporting others in developing their skills and confidence through mentorship, feedback, and encouragement.

KEY THEMES:

- **Mentorship & Support:** Guiding others through challenges and growth.
- **Growth Mindset:** Encouraging learning from mistakes and long-term development.

IMPACT:

Fosters stronger, more motivated teams. Without it, people may feel stagnant or undervalued.

HOW TO USE:

Use this card to reflect on how you support others' growth—through feedback, opportunities, or encouragement. Leaders can create space for learning by empowering others to take risks and develop.

KEY QUESTIONS:

- *Are you focused on growth or just tasks?*
- *How can you better support someone's development?*

SCENARIOS:

- **Work:** Offer a teammate a growth opportunity to build their skills.
- **Life:** Encourage a friend who's feeling stuck by highlighting their strengths.

REFLECTIVE PROMPT:

How can you help someone in your life grow by offering encouragement and support today?



42: EMPOWERING

DEFINITION:

This card represents a behavior where individuals foster independent thinking and self-reliance, helping others grow into confident problem-solvers.

KEY THEMES:

- **Empowerment:** Encouraging others to find their own answers.
- **Problem-Solving:** Promoting autonomy, creativity, and growth through critical thinking.

IMPACT:

Empowering people to think for themselves boosts confidence, innovation, and team agility. Without this, teams may become overly reliant on authority, limiting growth and slowing decision-making.

HOW TO USE:

Use this card to discuss how fostering independence strengthens teams. Explore guiding without micromanaging and encouraging self-led problem-solving.

KEY QUESTIONS:

- *Are you stepping in too much and limiting others' independence?*
- *How can you balance guidance with encouraging their own thinking?*

SCENARIOS:

- **Work:** A teammate asks for advice; you respond, "What do you think?" helping build their confidence.
- **Life:** A friend vents; you ask how they feel and what options they're considering, creating space for reflection.

REFLECTIVE PROMPT:

How can you help someone in your life find their own answer, rather than giving advice right away?



43: EMPOWERING

DEFINITION:

This card highlights a behavior of involving others in decisions—especially when those decisions affect them.

KEY THEMES:

- **Inclusivity:** Actively seeking input from those affected by decisions.
- **Ownership:** Involvement builds trust, motivation, and commitment.

IMPACT:

Inclusive decision-making leads to better outcomes, stronger buy-in, and higher morale. Excluding people can create disengagement and resistance.

HOW TO USE:

Use this card to reflect on how decisions are made in your team. Are all voices being heard? Discuss strategies for creating a more transparent, collaborative decision-making culture.

KEY QUESTIONS:

- *Are you engaging those affected by your decisions, or deciding on their behalf?*
- *How can you involve your team more to boost trust, ownership, and alignment?*

SCENARIOS:

- **Work:** Facing change, you seek team input—gaining better ideas and stronger support.
- **Life:** Planning a trip solo? Asking others could make it better for everyone.

REFLECTIVE PROMPT:

How can you involve others in personal decisions to create a more collaborative dynamic?



44: EMPOWERING

DEFINITION:

This card reflects behavior reflects confidence in others' abilities, empowering them through trust and shared responsibility.

KEY THEMES:

- **Empowerment through Delegation:** Trust allows others to step up, take ownership, and contribute meaningfully.
- **Mutual Respect:** Trust fosters stronger relationships, accountability, and collaboration.

IMPACT:

Trust builds motivated teams and reduces micromanagement. Without it, morale drops and growth stalls.

HOW TO USE:

Use this card to reflect on how trust shapes team dynamics. Discuss how delegating and believing in others supports a culture of ownership and mutual respect.

KEY QUESTIONS:

- *Are you trusting others to take responsibility, or holding on due to control?*
- *How can you show trust to help others step up and succeed?*

SCENARIOS:

- **Work:** You usually manage it all—what if you let the team lead? Trust builds confidence and strengthens the team.
- **Life:** You usually plan it all—what if someone else led? Sharing builds trust and stronger bonds.

REFLECTIVE PROMPT:

How can you build trust by stepping back and letting others take the lead?



45: EMPOWERING

DEFINITION:

This card reflects a behavior where individuals distribute responsibility across the team, ensuring everyone contributes to shared goals.

KEY THEMES:

- **Teamwork:** Sharing tasks encourages collaboration and balanced effort.
- **Ownership:** People feel more engaged when they have a clear role and impact.

IMPACT:

When balanced well, it strengthens engagement and teamwork. If poorly distributed, it can lead to burnout or confusion.

HOW TO USE:

Use this card to explore how work is divided. Encourage balanced ownership and teamwork, where everyone contributes meaningfully to outcomes.

KEY QUESTIONS:

- *Is responsibility evenly shared across the team?*
- *How can you ensure everyone feels accountable and empowered?*

SCENARIOS:

- **Work:** You're leading a project and carrying too much. What if you shared the load to increase team engagement?
- **Life:** You handle most chores at home. What if you shared tasks to reduce stress and build teamwork?

REFLECTIVE PROMPT:

How can you create more balance at home by sharing responsibility?



46: CONTROLLING

DEFINITION:

This behavior reflects a tendency to assert control or push one's agenda, often limiting collaboration or input from others.

KEY THEMES:

Assertive leadership and control over outcomes can drive action, but may suppress diverse perspectives or team engagement.

IMPACT:

While effective in urgent situations, being overly forceful can stifle creativity, reduce morale, and discourage contribution.

HOW TO USE:

Use this card to discuss balancing strong leadership with openness. Explore when assertiveness is helpful versus when it becomes counterproductive, and how to lead without dominating.

KEY QUESTIONS:

- *Are you being forceful to drive results, or are you shutting others down?*
- *How can you lead assertively while still creating space for collaboration?*

SCENARIOS:

- **Work:** You tend to direct every meeting. What if you paused and asked for team input first? Inviting ideas can improve buy-in and shared ownership.
- **Life:** You always plan the weekend down to the hour. What if you let someone else take the lead? Loosening control can build connection and trust.

REFLECTIVE PROMPT:

Where can you release control and invite someone else's input today?



47: CONTROLLING

DEFINITION:

This behavior reflects leading with firm discipline while maintaining fairness and consistency in decisions and actions.

KEY THEMES:

Firmness with fairness; authority balanced with integrity. It's about setting clear standards while treating others equitably and without bias.

IMPACT:

Creates structure, trust, and respect when balanced well. But too much sternness can lead to fear, reduced morale, and closed communication.

HOW TO USE:

Use this card to reflect on how discipline and fairness coexist. Discuss how leaders can uphold rules without becoming rigid or authoritarian, ensuring accountability while earning respect.

KEY QUESTIONS:

- *Are you being firm in a way that builds trust, or are you unintentionally creating fear?*
- *How can you maintain high standards while still being fair and supportive?*

SCENARIOS:

- **Work:** You need to address a mistake on your team. Instead of harsh criticism, you apply clear expectations with fairness, creating accountability and respect.
- **Life:** A loved one disappoints you. Rather than reacting with frustration, you respond with firmness and care, showing guidance without judgment.

REFLECTIVE PROMPT:

Where in your personal life can you be fair while holding someone accountable?



48: CONTROLLING

DEFINITION:

This behavior reflects expecting unwavering loyalty, often discouraging open feedback or differing views.

KEY THEMES:

Loyalty is treated as a top value, sometimes discouraging critique or alternative perspectives. Control and authority may be prioritized over dialogue.

IMPACT:

Demanding loyalty can lead to groupthink, fear of dissent, and reduced innovation or engagement.

HOW TO USE:

Use this card to explore whether loyalty is fostering trust or silencing voices. Aim for a culture where commitment coexists with respectful challenge.

KEY QUESTIONS:

- *Are you fostering loyalty through trust, or discouraging independent thinking?*
- *How can you build loyalty while still encouraging diverse input?*

SCENARIOS:

- **Work:** You want your team to support your decisions fully. What if you welcomed respectful pushback instead? Loyalty built on respect, not control, creates stronger teams.
- **Life:** You expect loved ones to always take your side. What if you allowed them space to disagree? True loyalty grows from trust, not pressure.

REFLECTIVE PROMPT:

Where can you let go of control to strengthen trust in your relationships?



49: CONTROLLING

DEFINITION:

This behavior reflects an unwillingness to delegate or trust others, often driven by perfectionism or fear of mistakes.

KEY THEMES:

Micromanagement and perfectionism lead to tight control, limiting others' involvement and development.

IMPACT:

Holding onto control causes burnout, stifles team growth, and creates dependency. It prevents others from taking initiative and undermines trust and autonomy.

HOW TO USE:

Use this card to discuss how control impacts team dynamics. Encourage reflection on fears around letting go, and explore how delegation can build trust, confidence, and shared ownership.

KEY QUESTIONS:

- *Are you holding onto tasks out of fear they won't be done right?*
- *How can you begin to delegate to support your team's growth?*

SCENARIOS:

- **Work:** You're leading a project and tempted to do everything yourself. What if you delegated just one task? A small handoff builds trust and lightens your load.
- **Life:** You're planning every detail of an event. What if you let someone else take the lead on part of it? Letting go fosters shared experience and reduces your stress.

REFLECTIVE PROMPT:

Where can you release control in your personal life to invite more collaboration?



50: CONTROLLING

DEFINITION:

This behavior involves using manipulation or politics to gain influence, often placing personal agendas above team goals.

KEY THEMES:

Self-serving actions like withholding information or favoritism erode trust and transparency, weakening collaboration.

IMPACT:

Political maneuvering breeds mistrust, resentment, and division. It undermines merit, damages morale, and shifts focus away from shared goals.

HOW TO USE:

Use this card to discuss how political behavior affects team culture. Encourage reflection on how to replace manipulation with transparency, integrity, and merit-based collaboration.

KEY QUESTIONS:

- *Are your actions building trust or serving your own agenda?*
- *How can you lead with integrity and openness?*

SCENARIOS:

- **Work:** You're tempted to gain favour with a manager through behind-the-scenes tactics. What if you focused on results and honest communication instead? Trust grows from authenticity.
- **Life:** In a social setting, you consider aligning with a specific group to gain influence. What if you showed up honestly instead? Real connection comes from sincerity.

REFLECTIVE PROMPT:

Where can you let go of people-pleasing or positioning today in favour of authentic relationships?



51: SUPPORTIVE

DEFINITION:

This behavior involves uplifting others by offering encouragement, support, and growth opportunities.

KEY THEMES:

Supportive leadership that nurtures development and builds a culture where learning, challenge, and achievement are celebrated.

IMPACT:

Encouragement boosts morale, performance, and trust. It cultivates a high-performance culture grounded in mutual respect and personal growth.

HOW TO USE:

Use this card to reflect on how you help others grow. Focus on recognizing strengths and offering support that stretches potential.

KEY QUESTIONS:

- *Are you inspiring others to grow, or pushing them beyond what's reasonable?*
- *How can you challenge and support people to be their best?*

SCENARIOS:

- **Work:** A colleague delivers decent work, but you know they can do more. What if you offered encouragement and helped them stretch further? Support can unlock hidden potential.
- **Life:** A friend is nearing a personal milestone but holds back. What if you nudged them with belief and gentle support? Confidence grows with encouragement.

REFLECTIVE PROMPT:

How can you encourage someone in your life to go one step further today?



52: SUPPORTIVE

DEFINITION:

This behavior reflects the act of recognising and appreciating others' efforts, helping people feel valued and motivated within a team.

KEY THEMES:

Acknowledging hard work—not just results—boosts morale, builds trust, and fosters a culture of appreciation and positivity.

IMPACT:

Recognition strengthens engagement and motivation. Without it, people may feel overlooked, leading to frustration or disengagement.

HOW TO USE:

Use this card to encourage more consistent and thoughtful recognition. Discuss how small acts of appreciation can improve team energy, morale, and performance.

KEY QUESTIONS:

- *Are you recognising people's efforts or only outcomes?*
- *How can you make appreciation a daily habit?*

SCENARIOS:

- **Work:** A teammate works hard on a project, even if the outcome isn't perfect. A simple "thank you" can motivate them to keep growing.
- **Life:** A friend is putting effort into personal growth. Even without big results, your encouragement could help them stay committed.

REFLECTIVE PROMPT:

How can you show someone in your life that their effort matters?



53: SUPPORTIVE

DEFINITION:

This behavior reflects using warmth and positive interactions to inspire and motivate others, creating a welcoming and encouraging environment.

KEY THEMES:

It centers on building trust and connection through empathy and friendliness, fostering belonging and emotional safety.

IMPACT:

Friendliness can boost morale and collaboration, but if overused, it may blur boundaries or avoid accountability. Balance is key.

HOW TO USE:

Use this card to explore how friendliness supports motivation and how to pair it with clear expectations. Discuss how emotional intelligence can enhance leadership without sacrificing standards.

KEY QUESTIONS:

- *Are you avoiding tough conversations in favor of staying friendly?*
- *How can you balance kindness with accountability?*

SCENARIOS:

- **Work:** A teammate seems disengaged. Rather than pressuring them, you offer encouragement and recognition. Your warmth might reignite their motivation.
- **Life:** A friend is struggling. Instead of advice, you simply spend time with them and offer kindness. Your presence may mean more than solutions.

REFLECTIVE PROMPT:

Where can you use friendliness to support someone in your life today?



54: SUPPORTIVE

DEFINITION:

This behavior focuses on intentionally making time for meaningful interactions, strengthening relationships and enhancing collaboration.

KEY THEMES:

Prioritizing people over just tasks builds trust, improves communication, and fosters connection through active presence and engagement.

IMPACT:

Investing time in others deepens relationships and boosts morale. Neglecting this can cause disconnection and lower team cohesion.

HOW TO USE:

Use this card to discuss how making time for others—especially during busy periods—can strengthen team dynamics and overall performance.

KEY QUESTIONS:

- *Are you letting deadlines overshadow connection?*
- *How can you be more present for others without sacrificing productivity?*

SCENARIOS:

- **Work:** You're swamped, but a teammate needs to talk. Taking five minutes to truly listen could build trust and strengthen collaboration.
- **Life:** You've been distant with a loved one. A short, intentional moment of presence could bring you closer.

REFLECTIVE PROMPT:

How can you show someone in your life they matter by giving them your time today?



55: SUPPORTIVE

DEFINITION:

This behavior involves asking thoughtful, challenging questions that encourage deeper thinking, reflection, and growth.

KEY THEMES:

Critical questions expand perspectives, spark self-awareness, and push others to reconsider assumptions and explore new ideas.

IMPACT:

Supportive questioning drives innovation and clarity. But if asked without care, it can come off as criticism and shut down dialogue.

HOW TO USE:

Use this card to discuss how challenging questions can strengthen thinking and encourage growth when delivered with empathy and curiosity.

KEY QUESTIONS:

- *Are you avoiding deep questions to stay comfortable?*
- *How can you challenge others while still showing support?*

SCENARIOS:

- **Work:** A teammate takes a safe approach to a task. You ask, "What's another way to tackle this?" That nudge may unlock better solutions.
- **Life:** A friend feels unsure about a big decision. You ask, "What matters most to you in this?" That question helps them uncover clarity within themselves.

REFLECTIVE PROMPT:

How can you ask someone in your life a thoughtful question that helps them reflect more deeply?



56: CRITICAL

DEFINITION:

This behavior reflects a tendency to focus on flaws or set high standards, often withholding praise or acknowledgment of others' efforts.

KEY THEMES:

A critical stance can limit recognition and create distance, making others feel unappreciated and discouraged.

IMPACT:

While high standards can drive improvement, being hard to impress may lower morale and reduce team motivation over time.

HOW TO USE:

Use this card to explore the balance between constructive critique and positive reinforcement. Encourage reflection on how acknowledgment can boost engagement without lowering standards.

KEY QUESTIONS:

- *Are you withholding appreciation in pursuit of perfection?*
- *How can you maintain high expectations while still celebrating progress?*

SCENARIOS:

- **Work:** A teammate presents solid work, but you focus on what's missing. What if you also praised what was done well? Balanced feedback builds trust.
- **Life:** A loved one does something kind, but you stay reserved. What if you expressed genuine appreciation? That moment could strengthen your bond.

REFLECTIVE PROMPT:

How can you show more open appreciation in your personal life today?



57: CRITICAL

DEFINITION:

This behavior reflects focusing on flaws in others' work, often creating a critical, discouraging tone.

KEY THEMES:

It centers on fault-finding rather than solution-seeking, which can undermine collaboration, morale, and trust.

IMPACT:

While feedback is essential, a constant focus on flaws can reduce creativity, increase defensiveness, and weaken team relationships. A balanced approach fosters growth without discouragement.

HOW TO USE:

Use this card to explore how feedback is framed. Encourage teams to pair constructive critique with recognition of strengths and shift from fault-finding to supporting improvement.

KEY QUESTIONS:

- *Are you focusing so much on flaws that you're missing what's working well?*
- *How can you give feedback that supports growth without discouraging effort?*

SCENARIOS:

- **Work:** A colleague submits work with small errors. You could nitpick—or highlight what worked well and offer supportive suggestions for improvement.
- **Life:** You catch yourself critiquing a loved one's habits. What if you shifted to appreciation instead? It might strengthen your connection.

REFLECTIVE PROMPT:

Where can you lead with appreciation instead of criticism today?



58: CRITICAL

DEFINITION:

This behavior reflects a focus on mistakes over progress, which can discourage growth and dampen morale.

KEY THEMES:

- **Error Focus:** Attention is drawn to flaws and missteps rather than accomplishments.
- **Critical Atmosphere:** Constant correction can lower morale and discourage risk-taking.

IMPACT:

While feedback matters, overemphasis on errors can stifle creativity and confidence. A balanced approach supports learning and motivation.

HOW TO USE:

Use this card to reflect on how often mistakes are highlighted over successes. Encourage a shift toward balanced feedback that promotes learning while also recognizing what's working well.

KEY QUESTIONS:

- *Are you overly focused on mistakes, discouraging initiative?*
- *How can you balance feedback to support growth and confidence?*

SCENARIOS:

- **Work:** A teammate makes a small error. Instead of focusing on the mistake, you highlight what they did well and offer supportive feedback.
- **Life:** A loved one makes a minor slip. Rather than correcting them, you let it go and appreciate their effort.

REFLECTIVE PROMPT:

Where can you ease up on criticism in your personal life to strengthen your relationships?



59: CRITICAL

DEFINITION:

This behavior reflects resistance to change, where individuals avoid new ideas or methods, often preferring the safety of familiar routines.

KEY THEMES:

- **Comfort with the Familiar:** Skepticism toward new approaches, often focusing on risks over opportunities.
- **Fear of the Unknown:** Resistance may stem from fear of failure, loss of control, or uncertainty.

IMPACT:

Opposing change can stifle innovation, frustrate team members, and limit adaptability. Over time, it can create a culture of stagnation and missed opportunities.

HOW TO USE:

Use this card to explore how resistance affects progress. Reflect on the fears driving that resistance and how curiosity or support might help shift toward openness.

KEY QUESTIONS:

- *Are you resisting change because it feels risky, even if it could lead to growth?*
- *How can you reframe new ideas as opportunities instead of threats?*

SCENARIOS:

- **Work:** A new process is introduced and your instinct is to push back. What if you explored how it could improve your workflow?
- **Life:** A loved one proposes something new and you hesitate. What if you embraced it?

REFLECTIVE PROMPT:

How can you welcome something unfamiliar in your personal life today?



60: CRITICAL

DEFINITION:

This behavior involves regularly questioning decisions—encouraging clarity and critical thinking, but risking tension if not done with care.

KEY THEMES:

- **Skepticism:** Seeking clarity behind decisions can lead to better outcomes.
- **Potential Conflict:** Constant questioning may erode trust or disrupt cohesion if perceived as combative.

IMPACT:

Constructive questioning improves decision-making. But if overly critical, it can slow progress, spark conflict, and make others feel undermined.

HOW TO USE:

Use this card to reflect on how questioning shows up in your team. Focus on ways to express doubt constructively—framing questions to build understanding, not challenge authority.

KEY QUESTIONS:

- *Are your questions building growth or sparking conflict?*
- *How can you question decisions in a way that promotes trust and insight?*

SCENARIOS:

- **Work:** You disagree in a meeting—ask, “Can you share more on this decision?” instead of pushing back.
- **Life:** A loved one makes a choice you don’t understand. You ask gently about their reasons instead of reacting.

REFLECTIVE PROMPT:

How can you approach disagreement today with curiosity instead of criticism?



61: COLLABORATIVE

DEFINITION:

This behavior reflects actively working with others toward shared goals, valuing diverse input, and building trust through collaboration.

KEY THEMES:

- **Teamwork:** Sharing ideas and efforts to solve problems together.
- **Mutual Support:** Helping each other succeed through open communication and trust.

IMPACT:

Collaboration boosts innovation, engagement, and better outcomes. But over-reliance on group consensus can delay decisions or diminish individual contributions.

HOW TO USE:

Use this card to explore how collaboration shows up in your team. Encourage reflection on balancing group input with individual ownership and identify small ways to strengthen everyday collaboration.

KEY QUESTIONS:

- *Are you fostering real collaboration or slowing momentum through group consensus?*
- *How can you support collaboration while keeping decisions efficient and inclusive?*

SCENARIOS:

- **Work:** A teammate shares a challenge—you ask a question that shifts perspective. Small support sparks strong collaboration.
- **Life:** A friend hesitates on a decision. You pause to talk through it. Your small involvement helps them move forward with more clarity.

REFLECTIVE PROMPT:

How can you show up for someone today through small acts of support?



62: COLLABORATIVE

DEFINITION:

This behavior shows tact—respectful communication that fosters understanding and collaboration, even in tough moments.

KEY THEMES:

- **Tact and Sensitivity:** Thoughtful communication that respects all viewpoints.
- **Building Bridges:** Navigating tough conversations by focusing on common ground and shared goals.

IMPACT:

Diplomacy builds trust and openness, but overuse can delay tough decisions. Balance care with honesty.

HOW TO USE:

Use this card to reflect on how diplomacy influences your communication. Explore ways to stay kind and clear—especially when it's hard.

KEY QUESTIONS:

- *Are you being so diplomatic that you're avoiding necessary conversations?*
- *How can you use diplomacy to engage others while still addressing what really matters?*

SCENARIOS:

- **Work:** A teammate shares an idea you question—ask a clarifying question to explore it and guide toward a shared solution.
- **Life:** In a tense family moment, you stay calm and honest—finding common ground without losing your voice.

REFLECTIVE PROMPT:

How can you use diplomacy today to build connection, not conflict?



63: COLLABORATIVE

DEFINITION:

This behavior reflects working with warmth and approachability to build trust, encourage collaboration, and support team connection.

KEY THEMES:

- **Approachability:** Warm, friendly interactions that invite openness and ease communication.
- **Positive Team Culture:** Friendliness creates psychological safety, reduces conflict, and builds a sense of belonging.

IMPACT:

Friendliness boosts morale and collaboration but overdoing it can avoid tough talks or accountability. Aim for kindness with clarity.

HOW TO USE:

Use this card to reflect on how friendliness shapes team dynamics. Explore ways to maintain positivity while still addressing challenges and goals.

KEY QUESTIONS:

- *Are you prioritizing friendliness over addressing important issues or holding others accountable?*
- *How can you bring warmth to your team while maintaining focus and high standards?*

SCENARIOS:

- **Work:** With stress high near a deadline, a light joke or encouragement can ease tension and boost teamwork.
- **Life:** Tension rises in a group task—kindness and playfulness can reset and improve teamwork.

REFLECTIVE PROMPT:

Where can friendliness help shift energy toward connection?



64: COLLABORATIVE

DEFINITION:

This behavior reflects prioritizing shared goals over personal success, aligning individual efforts to support team outcomes and foster unity.

KEY THEMES:

- **Team Alignment:** Shared goals create clarity and cohesion, helping the group move in the same direction.
- **Collaboration First: Emphasizing** team success reduces internal competition and builds stronger connections.

IMPACT:

When aligned around common goals, teams collaborate better and achieve more. Without alignment, personal agendas can create silos, tension, or inefficiency.

HOW TO USE:

Use this card to explore whether individual efforts support collective goals. Encourage discussion around aligning priorities, clarifying shared outcomes, and reducing competitive friction.

KEY QUESTIONS:

- *Are personal goals clashing with or supporting team objectives?*
- *How can you keep shared goals central to teamwork?*

SCENARIOS:

- **Work:** Some teammates are chasing personal wins. A quick regroup around the shared goal could realign efforts and boost collective performance.
- **Life:** Family tensions arise from differing priorities; focusing on a shared goal can unite and ease conflict.

REFLECTIVE PROMPT:

Where in your life can shared goals help build unity and reduce friction?



65: COLLABORATIVE

DEFINITION:

This behavior reflects showing consistent respect for others, regardless of differences, creating a culture of inclusion, empathy, and trust.

KEY THEMES:

- **Inclusivity:** Respecting people as they are builds a safe, welcoming environment.
- **Trust and Openness:** Empathy and fairness strengthen team bonds and communication.

IMPACT:

Unconditional respect supports belonging and collaboration. Without it, teams risk disengagement and breakdowns in trust—especially during disagreement.

HOW TO USE:

Use this card to explore how respect shapes team dynamics. Reflect on how empathy shows up in everyday interactions.

KEY QUESTIONS:

- *Are you showing respect even when perspectives differ?*
- *How can you build trust through respectful, empathetic interactions?*

SCENARIOS:

- **Work:** A teammate offers an idea you're unsure about. Instead of dismissing it, you listen with curiosity. This signals respect and may lead to stronger solutions.
- **Life:** A loved one makes a decision you wouldn't. Rather than judging, you stay present and supportive, reinforcing trust and connection.

REFLECTIVE PROMPT:

Where in your life can empathy help you practice unconditional respect?



66: COMPETITIVE

DEFINITION:

This behavior reflects a focus on outperforming others, often putting personal success ahead of teamwork or collaboration.

KEY THEMES:

- **Competitive Mindset:** A drive to be the best can inspire achievement, but may also create rivalry.
- **Individual vs. Collective:** Prioritizing personal wins can weaken trust and team cohesion.

IMPACT:

Healthy competition can drive excellence, but when overdone, it fosters isolation, tension, and a reluctance to collaborate or share ideas.

HOW TO USE:

Use this card to reflect on when competition helps or hurts your team. Explore ways to channel ambition into shared goals.

KEY QUESTIONS:

- *Is your drive helping the team or creating division?*
- *How can you use your ambition to inspire team growth, not just personal gain?*

SCENARIOS:

- **Work:** You're eager to stand out on a project. But what if you focused on lifting others up too? Collaboration could lead to a stronger outcome.
- **Life:** In conversation, you feel the urge to top someone's story. What if you held back and simply listened? That choice can strengthen connection.

REFLECTIVE PROMPT:

How can you choose connection over competition today?



67: COMPETITIVE

DEFINITION:

This behavior reflects a desire to be seen and recognized, often driven by the need for validation or status, which can shift focus away from team goals.

KEY THEMES:

- **Visibility Seeking:** Individuals may self-promote or seek approval to feel valued.
- **Status Focus:** A need to stand out can overshadow team contributions and disrupt collaboration.

IMPACT:

While recognition is important, overemphasis on attention can create unhealthy competition, reduce trust, and undermine collective success.

HOW TO USE:

Use this card to explore the balance between wanting recognition and fostering team cohesion. Reflect on how to use visibility to elevate the group, not just the self.

KEY QUESTIONS:

- *Is your visibility helping or hindering the team?*
- *How can you spotlight others while still contributing meaningfully?*

SCENARIOS:

- **Work:** You're tempted to speak up just to be noticed. What if you spoke only when it added real value? That earns trust and respect.
- **Life:** At a gathering, you feel the urge to impress. But what if you focused on genuine connection instead?

REFLECTIVE PROMPT:

How can you build deeper relationships by showing up authentically today?



68: COMPETITIVE

DEFINITION:

This behavior reflects a focus on personal success and outperforming others, often at the expense of teamwork and shared goals.

KEY THEMES:

- **Competition Over Cooperation:** Prioritizing individual achievement can turn colleagues into rivals.
- **Personal Gain:** The desire to stand out can undermine trust and harm collaboration.

IMPACT:

Excessive competition may boost short-term results but weakens teamwork, creates silos, and reduces overall cohesion.

HOW TO USE:

Use this card to explore when competition drives performance vs. when it harms team dynamics. Reflect on shifting from personal wins to collective success.

KEY QUESTIONS:

- *Are you competing in ways that hurt collaboration?*
- *How can you use competition to fuel team success, not rivalry?*

SCENARIOS:

- **Work:** You have a chance to shine solo but invite a teammate to collaborate instead. Shared wins often lead to stronger results.
- **Life:** Where can you choose collaboration over competition today?

REFLECTIVE PROMPT:

How can you shift from competing to co-creating in your personal life today?



69: COMPETITIVE

DEFINITION:

This behavior reflects a reluctance to admit mistakes, often to protect one's image or avoid appearing weak, even at the cost of truth and growth.

KEY THEMES:

- **Perfectionism:** Avoiding fault to maintain an image of infallibility.
- **Ego and Control:** Fear of vulnerability leads to defensiveness or denial.

IMPACT:

Avoiding fault erodes trust, hinders growth, and stifles team development.

HOW TO USE:

Use this card to explore the cost of always needing to be right. Reflect on how humility and accountability create space for learning, trust, and growth.

KEY QUESTIONS:

- *Are you more focused on being right than improving?*
- *How can you model accountability to encourage learning from mistakes?*

SCENARIOS:

- **Work:** You realise a decision you made wasn't ideal. What if you acknowledged it and invited a better path forward? Owning mistakes builds trust.
- **Life:** You snap at someone but try to justify it. What if you just apologised? Admitting fault can repair relationships.

REFLECTIVE PROMPT:

How can taking responsibility at home today create deeper trust?



70: COMPETITIVE

DEFINITION:

This behavior reflects a win-lose mindset, where success is viewed as a zero-sum game. Individuals focus on personal victory over shared outcomes, often leading to tension and reduced collaboration.

KEY THEMES:

- **Competitive Framing:** Viewing situations as battles to be won, rather than challenges to solve together.
- **Undermined Collaboration:** This mindset discourages teamwork, trust, and shared success.

IMPACT:

A win/lose lens can erode morale, limit innovation, and damage relationships. It shifts focus away from collective goals, fostering mistrust and unhealthy competition.

HOW TO USE:

Use this card to reflect on how competition may be limiting collaboration. Encourage teams to reframe challenges as shared opportunities and define success collectively.

KEY QUESTIONS:

- *Are you framing situations in terms of winners and losers?*
- *How can you foster shared victories that benefit the whole team?*

SCENARIOS:

- **Work:** A project feels like a race to claim credit. What if you focused on shared learning and group success instead?
- **Life:** A game or debate gets overly competitive. What if you focused on connection and enjoyment instead?

REFLECTIVE PROMPT:

How can you bring more fun and shared value to everyday interactions?



71: EMPATHETIC

DEFINITION:

This behavior reflects care for the diverse needs, perspectives, and well-being of team members, fostering a more empathetic and inclusive culture.

KEY THEMES:

- **Empathy and Inclusion:** Considering different perspectives, workloads, and challenges to ensure everyone feels respected and supported.
- **Well-being and Support:** Promoting environments that value mental health, balance, and development.

IMPACT:

When people feel cared for, morale and teamwork grow. But support must stay balanced to avoid burnout or unfairness.

HOW TO USE:

Use this card to explore how your team supports one another. Reflect on ways to create inclusive, caring spaces.

KEY QUESTIONS:

- *Are all voices in your team being heard and supported?*
- *How can you better respond to the diverse needs of your team?*

SCENARIOS:

- **Work:** A colleague seems off but hasn't spoken up. What if you asked how they're doing? Showing care might boost both morale and trust.
- **Life:** A loved one is quiet or withdrawn. What if you paused to listen and offer support without judgment?

REFLECTIVE PROMPT:

Where can you show extra care to someone close today?



72: EMPATHETIC

DEFINITION:

This behavior reflects a warm, open approach to interactions—fostering trust, empathy, and emotional safety in teams.

KEY THEMES:

- **Approachability:** Welcoming others' input without judgment, encouraging openness.
- **Empathy:** Showing genuine care builds connection, trust, and belonging.

IMPACT:

Warmth promotes collaboration, inclusion, and strong team morale. But if overused, it may delay necessary hard conversations in favor of keeping the peace.

HOW TO USE:

Use this card to reflect on how warmth affects team dynamics. Balance kindness with honesty for deeper trust.

KEY QUESTIONS:

- *Are you using warmth to build trust—or to avoid hard truths?*
- *How can your openness make others feel more supported and heard?*

SCENARIOS:

- **Work:** A colleague seems off, but you're rushing. What if you paused, smiled, or asked, "How's your day?" Small gestures of warmth build connection.
- **Life:** A stranger looks overwhelmed. A smile or kind word could brighten their day.

REFLECTIVE PROMPT:

How can you practice everyday warmth in your personal life today?



73: EMPATHETIC

DEFINITION:

This behavior reflects a people-first mindset—valuing relationships, empathy, and connection over tasks, outcomes, or material concerns.

KEY THEMES:

- **People-Centred Focus:** Prioritizing well-being and trust as the foundation of team success.
- **Empathy in Action:** Valuing connection builds stronger communication and collaboration.

IMPACT:

Putting people first builds trust and engagement. But if task focus is lost, performance may suffer. Balance is key—valuing people while still delivering results.

HOW TO USE:

Use this card to reflect on how relationship-building strengthens teams. Discuss how empathy and support impact collaboration—and how to balance people with priorities.

KEY QUESTIONS:

- *Are tasks taking priority over people in your day-to-day?*
- *How can you show others they're valued while staying on track with goals?*

SCENARIOS:

- **Work:** Rushing to meet a deadline? Pause to connect—morale matters.
- **Life:** Lost in logistics? Step back—people come before the to-do list.

REFLECTIVE PROMPT:

Where can you put people first in your personal life today?



74: EMPATHETIC

DEFINITION:

This behavior centers on listening with empathy—seeking to truly understand others before responding or judging.

KEY THEMES:

- **Active Listening:** Going beyond hearing to grasp meaning, emotion, and intent.
- **Empathy and Respect:** Valuing others' experiences to build trust and connection.

IMPACT:

When people feel understood, trust and collaboration grow. Failing to listen well can lead to conflict, disconnection, and missed insight.

HOW TO USE:

Use this card to build stronger listening habits. Encourage space for others' voices and responses rooted in care.

KEY QUESTIONS:

- *Are you listening to understand—or just waiting to speak?*
- *How can you show empathy before offering your opinion?*

SCENARIOS:

- **Work:** A teammate voices concern. Instead of defending, what if you paused to ask what's behind their frustration? Listening might reveal a valuable solution.
- **Life:** A friend vents about something personal. Rather than fixing it, what if you simply made space for them to share? Feeling heard can mean everything.

REFLECTIVE PROMPT:

Where can you practice deeper understanding in your personal life today?



75: EMPATHETIC

DEFINITION:

This behavior involves tuning into others' emotions and responding with empathy to foster a supportive, emotionally intelligent environment.

KEY THEMES:

- **Emotional Intelligence:** Recognizing emotional cues and responding with care.
- **Supportive Communication:** Validating feelings to build trust.

IMPACT:

Emotional awareness builds psychological safety, trust, and cohesion. Overlooking emotions can cause disconnection, frustration, and strained relationships.

HOW TO USE:

Use this card to spark dialogue on emotional intelligence and how awareness improves collaboration. Encourage examples of empathetic responses in day-to-day work.

KEY QUESTIONS:

- *Are you attuned to how others feel—or only focused on outcomes?*
- *How can you respond with empathy to strengthen relationships?*

SCENARIOS:

- **Work:** A teammate seems off. Instead of brushing it off, what if you checked in privately? That simple gesture might build deeper trust.
- **Life:** A loved one is stressed. Rather than guessing, what if you gently asked how they're doing? Emotional presence often means more than solutions.

REFLECTIVE PROMPT:

Where can you show up more empathetically in your personal life today?



76: DEMANDING

DEFINITION:

This behavior involves trying to do everything yourself, often to maintain control, avoid errors, or guarantee high standards.

KEY THEMES:

- **Micromanagement:** Taking over tasks instead of delegating, driven by fear of mistakes.
- **Lack of Trust:** Avoiding delegation can signal doubt in others' abilities and limit their growth.

IMPACT:

Though it may ensure quality in the short term, doing everything solo leads to burnout and slows team development. It can harm trust, reduce efficiency, and prevent others from stepping up.

HOW TO USE:

Use this card to open conversations about control vs. collaboration. Reflect on how holding onto all responsibilities affects team dynamics—and how delegation can build capacity and trust.

KEY QUESTIONS:

- *Are you holding on because you have to—or because you're unwilling to let go?*
- *How can you empower others through thoughtful delegation?*

SCENARIOS:

- **Work:** Tempted to do it all? Hand off a piece—build trust and ease your load.
- **Life:** Aiming for a perfect event? Ask for help—sharing brings joy and connection.

REFLECTIVE PROMPT:

How can you ease control in your personal life and let others step in?



77: DEMANDING

DEFINITION:

This behavior reflects making work the top priority—often at the expense of personal life, relationships, and well-being.

KEY THEMES:

- **Workaholism:** Seeing work as identity and believing nonstop dedication is the path to success.
- **Imbalance:** Personal needs and downtime are neglected, leading to stress and disconnection.

IMPACT:

Intense work may boost short-term results but often leads to burnout, strained relationships, and unhealthy team norms.

HOW TO USE:

Use this card to reflect on sustainability. Are work habits helping or hurting long-term performance and well-being? Explore how leaders and teams can maintain high standards without sacrificing balance and self-care.

KEY QUESTIONS:

- *Is work overshadowing your well-being or relationships?*
- *How can you lead with balance—modeling commitment and boundaries?*

SCENARIOS:

- **Work:** Running on empty? Pause, delegate, or set limits—rest boosts performance.
- **Life:** Always plugged in? Make time to reconnect—joy fuels resilience.

REFLECTIVE PROMPT:

What personal joy can you prioritize today—no matter how small?



78: DEMANDING

DEFINITION:

This behavior reflects a mindset where mistakes are seen as failures, fostering a culture of perfectionism and fear rather than growth.

KEY THEMES:

- **Perfectionism:** Striving for flawlessness, often equating mistakes with incompetence—this creates unrealistic standards and pressure.
- **Fear of Mistakes:** Errors are avoided at all costs, leading to risk aversion, hidden failures, and stifled learning.

IMPACT:

Zero tolerance for mistakes raises stress, stifles innovation, and discourages openness. It creates a fragile culture that values perfection over progress.

HOW TO USE:

Use this card to reflect on how perfectionism affects the team and how to balance high standards with space for failure and growth.

KEY QUESTIONS:

- *Is fear of mistakes holding your team back?*
- *How can you maintain excellence while encouraging learning through imperfection?*

SCENARIOS:

- **Work:** Spent hours perfecting a report? Share the draft—feedback fuels growth.
- **Life:** You're trying something new and get frustrated it's not perfect. Allow mistakes without judgment. Growth is rarely polished.

REFLECTIVE PROMPT:

Where can you let go of perfection in your personal life today to allow more joy and progress?



79: DEMANDING

DEFINITION:

This behavior reflects a need to control every detail, often fueled by perfectionism. It can create stress and make it hard to trust others.

KEY THEMES:

- **Perfectionism and Control:** A constant drive for flawless outcomes can make delegation hard and increase anxiety.
- **Micromanagement and Burnout:** Doing everything yourself leads to exhaustion and leaves others feeling distrusted or sidelined.

IMPACT:

While high standards can be good, trying to manage it all leads to burnout and stifles team growth. Over time, it reduces trust, slows development, and limits creativity.

HOW TO USE:

Use this card to explore the line between quality and over-control. Encourage reflection on when to delegate, how to trust others, and ways to shift from control to collaboration.

KEY QUESTIONS:

- *Is your need to control everything limiting your team's growth and increasing your stress?*
- *How can you delegate more while keeping focus on key priorities?*

SCENARIOS:

- **Work:** Overwhelmed managing everything? Delegate a task and focus on the bigger picture—trust builds capacity.
- **Life:** Exhausted chasing perfection at home? Let go a little and focus on what truly matters.

REFLECTIVE PROMPT:

Where can you trade perfection for peace today?



80: DEMANDING

DEFINITION:

Working excessively long hours, often driven by perfectionism or the belief that more time means better results—at the cost of well-being.

KEY THEMES:

- **Overwork and Perfectionism:** Equating long hours with excellence.
- **Well-being Sacrifice:** Stress, burnout, and reduced life satisfaction.

IMPACT:

While it may boost short-term output, overwork harms long-term health, morale, and performance. It can also normalize unhealthy habits across a team, creating pressure and resentment.

HOW TO USE:

Use this card to prompt reflection on when hard work turns into overwork. Discuss how to set boundaries, manage time more effectively, and focus on sustainable productivity.

KEY QUESTIONS:

- *Are long hours helping or harming your well-being and effectiveness?*
- *How can you maintain high standards without sacrificing balance?*

SCENARIOS:

- **Work:** You're constantly working late. What if you focused on better prioritization instead? Working smarter can yield better results with less exhaustion.
- **Life:** Your work schedule is crowding out personal time. What if you made space today for rest or connection?

REFLECTIVE PROMPT:

How can you reclaim time for yourself or loved ones to support long-term balance?

