

The wheel, *read as a record.*

No circle. Each pillar gets one line: the stance the leader deploys, the condition it produces, and the numbered competencies that carry it. Built to be read, cited, and printed.



Identity through Shared Meaning

The core from which leadership is interpreted and expressed. Every line below is an expression of it — not an addition to it.

PILLAR	THE SELF BEING DEPLOYED		THE CONDITION CREATED
Bridging PILLAR	Self-Awareness Knowing patterns and impact becomes the capacity to examine meaning and assumptions.	→	Reflexivity What people experience when the stance is real.
Reflexivity PILLAR	Authenticity Congruent leadership creates room for people to be seen, valued, and connected.	→	Belonging What people experience when the stance is real.
Identity PILLAR	Courage The leader's willingness to risk truth helps others speak, question, and contribute.	→	Psychological Safety What people experience when the stance is real.
Trust PILLAR	Humility Teachability turns feedback into information for growth rather than a threat to identity.	→	Feedback What people experience when the stance is real.
Empowerment PILLAR	Learning Out Loud Visible learning makes commitments, adjustments, and ownership observable.	→	Accountability What people experience when the stance is real.
Resilience PILLAR	Continuous Development Choosing to keep becoming includes responsibility for growth and impact.	→	Responsibility What people experience when the stance is real.

Self-Regulatory Intelligence

Stabilizes the leader's inner system.

- 1

Cognitive Clarity
- 2

Reflective Capacity
- 3

Emotional Regulation
- 4

Biological Regulation™
- 5

Integrated Well-Being Intelligence™

Relational Intelligence

Shapes how the leader is experienced by others.

- 8

Relationship Intelligence
- 9

Perspective Integration
- 10

Shared-Meaning Facilitation

Strategic & Operational Intelligence

Turns identity and purpose into sustained action.

- 14

Accountability Integrity
- 15

Strategic Operational Intelligence™

Values & Integrity

Aligns identity, ethics, choices, and conduct.

- 6

Cultural Congruence
- 7

Ethical Discernment

Systemic Intelligence

Expands identity into context, adaptation, and co-creation.

- 11

Contextual Intelligence
- 12

Adaptive Leadership
- 13

Systemic Co-Creation™

How to read a line. The stance is what the leader practices; the condition is what other people experience as a result. A pillar is only demonstrated when both are present — a stance with no condition created is intention, not leadership.