

# *Tomorrow's Trends*

## *Stronger Than Your Strengths: The Hidden Key to Sustainable Project Leadership*

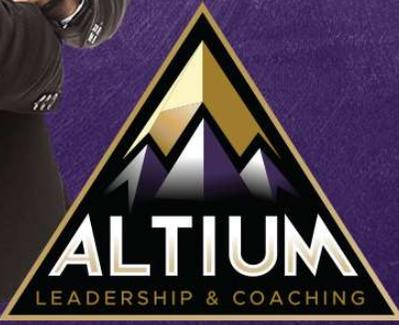
*May 5, 2025*

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# STRONGER THAN YOUR STRENGTHS

THE HIDDEN KEY TO  
SUSTAINABLE  
PROJECT  
LEADERSHIP



# STRENGTHS-BASED LEADERSHIP





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# FLEXIBLE AUTHENTICITY



**JOCKEY?**



# FIGHTER PILOT?



# LEADERSHIP STYLES

Coercive: Demands immediate compliance  
“Do what I say.”

Authoritative: Rallies the team with a common vision  
“Come with me.”

Affiliative: Creates and emotional bonds and harmony  
“People are the most important.”



# LEADERSHIP STYLES

Democratic: Builds consensus through participation  
“What is your perspective?”

Pacesetting: Expects excellence and self-direction  
“Do what I am doing now.”

Coaching: Develops leaders for the future  
“What is working and what is not?”



# LEADERSHIP STYLES

Coercive: Demands immediate compliance

Authoritative: Rallies the team with a common vision

Affiliative: Creates and emotional bonds and harmony

Democratic: Builds consensus through participation

Pacesetting: Expects excellence and self-direction

Coaching: Develops leaders for the future





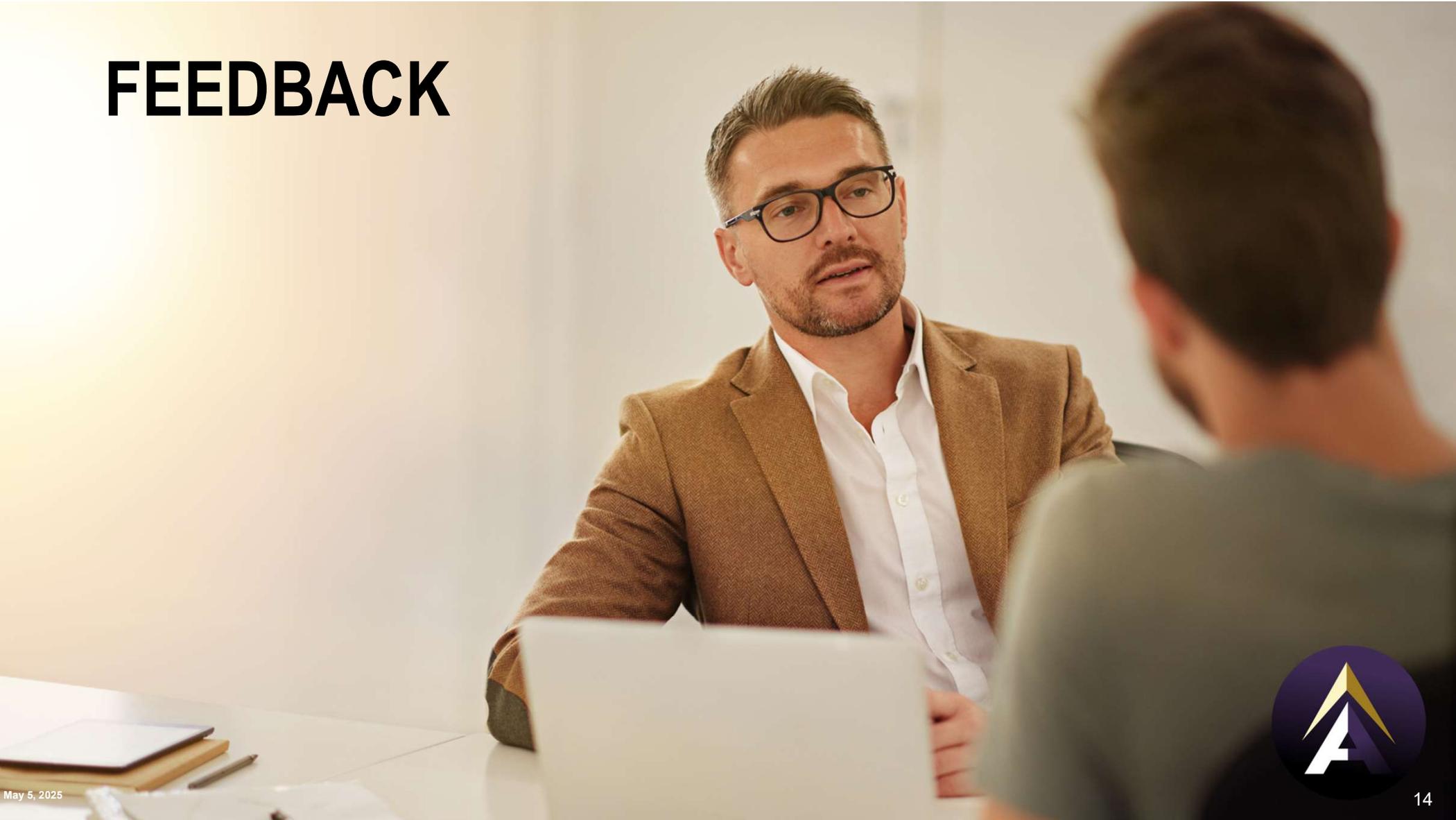
# NEW LEADER

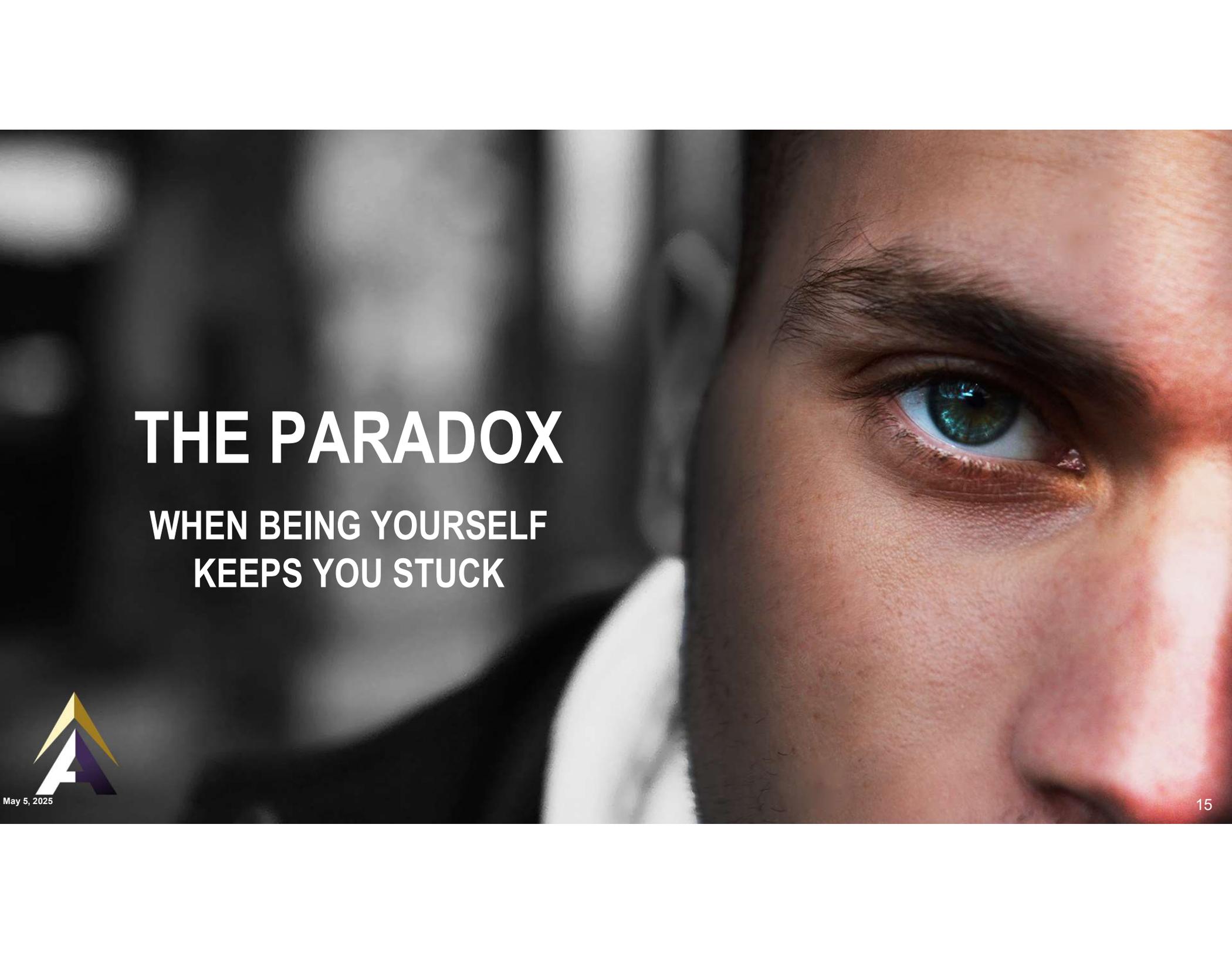


# SELF-ADVOCATING



# FEEDBACK



A close-up photograph of a person's face, focusing on their right eye which is a striking green color. The person has dark hair and is wearing a dark suit jacket over a white shirt. The background is blurred, suggesting an indoor setting with other people.

# THE PARADOX

WHEN BEING YOURSELF  
KEEPS YOU STUCK





START

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**Direct**

Dominance

Extroversion

**Task**



**People**

Conformity

Pace/Patience

**Indirect**

**Active  
Fast Paced  
Assertive  
Bold**

**Extroversion**

**Dominance**



**Accepting  
Receptive  
People Focused  
Agreeable**

**Questioning  
Skeptical  
Logic Focused  
Challenging**

**Pace/Patience**

**Thoughtful  
Moderate Paced  
Calm  
Careful**

**Conformity**

## Dominance

**Decisive**  
**Quick**  
**Competitive**  
**Results-oriented**  
**Risk Taker**  
**adventuresome**  
**Self-assured**  
**Forceful**



## Extroversion

**Sociable**  
**Enthusiastic**  
**Optimistic**  
**Generous**  
**Persuasive**  
**Friendly**  
**Confident**  
**Energetic**

**Cautious**  
**Precise**  
**Systematic**  
**Reserved**  
**Analytical**  
**Perfectionistic**  
**Discrete**

**Amiable**  
**Easy-going**  
**Patient**  
**Predictable**  
**Team Player**  
**Loyal**  
**Deliberate**  
**Sensitive**

## Conformity

## Pace/Patience



**REDUCE YOUR DRAG**







# AWARENESS



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# SELF-ASSESSMENT

“I am often confused about my feelings.”

“I am aware of important elements of my true self and those that are not important.”

“I understand my motivations and desires.”

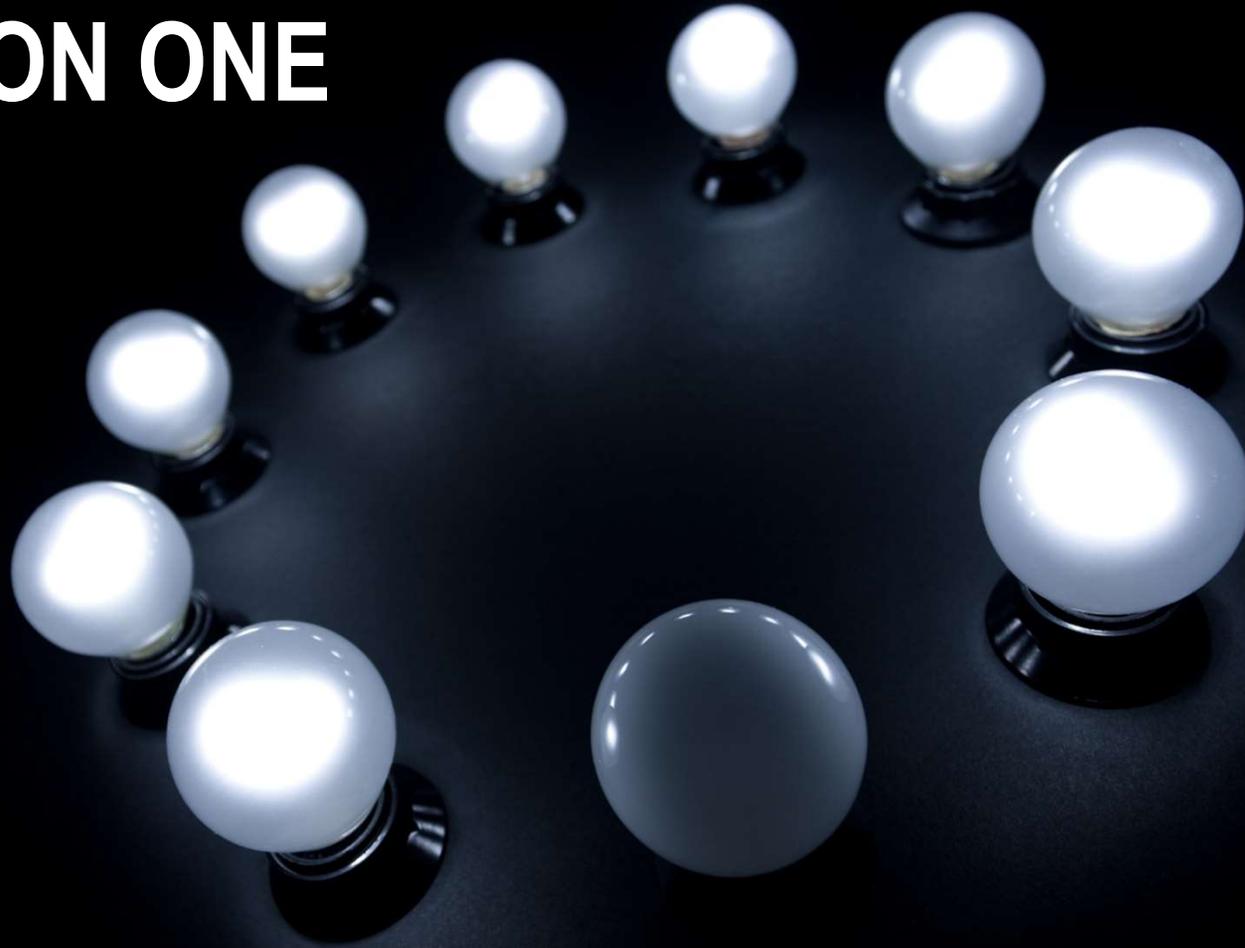
“I proactively attempt to understand myself as much as possible.”



# HUMILITY



# FOCUS ON ONE



## High Dominance

- Taking on too much/difficulty delegating
- Can intimidate others due to intensity level
- Preoccupied with the need to control people, circumstances and surroundings
- Self imposed tension and stress
- Demanding nature can divide people and teams
- Intensity level can cause people to stop openly sharing their true thoughts, feelings and feedback
- Inflexible and perceived as controlling
- Low, high or unrealistic expectations of others
- Overly critical, may wear people down
- Control vs. empowering
- Focus or ruminating on problems
- Overactive and busy but lacking meaning and purpose
- Overly sensitive to being disrespected or embarrassed
- "Have to" work hard mentality
- Thinking about what they want to say next  
Instead of truly listening

instead of truly listening

## High Extroversion

- Needing to like and to be liked
- Difficulty focusing
- Attention to completion
- Compulsive need to be heard and to speak
- Thinking about what they want to say next  
instead of truly listening
- Talking too much instead of working
- Overly focused on making popular decisions  
instead of grounded, task and outcome  
focused decisions
- Being indecisive and doing what's popular
- Indecisiveness
- Perfectionism to look good/smart/successful
- Overly focused on people and acceptance but  
having a lack of purpose
- Fear of embarrassment
- Verbally attacking when embarrassed
- Fear of rejection



## High Pace / Patience

- Avoiding conflict
- Putting off decisions to avoid disharmony and or controversy
- Need to be the peacekeeper
- Withdrawing and becoming quiet when faced with conflict
- Sharing indirect, behind the scenes dissatisfaction which may divide people and teams
- Asserting unpopular views/decisions
- Putting off ending or negotiating difficult relationships with people/team members
- Making faster decisions
- Developing resentment over time for not speaking up sooner on important issues
- Wanting to support instead of lead
- Quiet stubbornness
- Indecisiveness
- Fear of rejection
- Agreeable and easy-going nature can be taken advantage of by intense personalities
- Being quiet and contemplative can be perceived as weakness by intense personalities

## High Conformity

- Making quicker decisions without all the facts
- Defending existing policies/practices
- Being stuck on details “analysis paralysis”
- Looking at the pessimistic side
- Burying people with facts to support one’s opinions can cause people to avoid interactions
- Personal dislike for being “sold to” can create resistance and blocks to selling or conveying ideas to others
- Not wanting to take responsibility to be the leader
- Getting lost in the planning, not making a start
- Inflexible, seen as closed minded
- Fear of risk or getting something wrong may cause hesitation or avoidance at decisive moments
- Fear of being caught without the answer
- Indecisiveness when choosing between something proven vs new innovation
- Low expectations of others to meet high standards
- Overly critical/perfectionism, focus on problems
- Lack of a larger overriding purpose
- Fear of embarrassment
- “Have to” work hard to “get it right”



# OPPOSITE





# MEASURE DAILY



# DAILY QUESTIONS WORKSHEET

DAILY QUESTIONS

Da  
ys

Weekly Average

Did I do my best to: (1-10)

1 2 3 4 5 6 7

Listen patiently before responding

7 3 5 8 7 6 8

6.3



SOUTH MOUNTAIN 11,817 FT.



DESEZET PEAK 11,035 FT.



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# MT. NEBO 11,933



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When life  
gives you  
mountains,  
Climb!

# EFFORT REQUIRED





# Give feedback to Spencer

Scan this QR code



Or go to

<https://talk.ac/spencerhorn>

and enter this code when prompted



RELEVANT



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41