

The Leadership Terrain

Six domains. Thirty skills.

Strategic Clarity	Execution & Accountability	Leadership Presence	Team Health & Culture	People Development	Adaptive Leadership
Vision	Planning	Self-Awareness	Trust	Coaching	Problem-Solving
Priority-Setting	Goal-Setting	Composure	Conflict Resolution	Feedback	Innovation
Decision-Making	Delegation	Consistency	Collaboration	Mentoring	Resilience
Communicating Direction	Evaluation	Listening	Inclusion	Succession Planning	Change Management
	Follow-Through	Integrity	Psychological Safety		Risk Tolerance
		Influence			Systems Thinking

Four pressure patterns.

Where leadership pressure shows up across the Terrain.

ANCHOR LOSS

No Shared Compass

Direction is drifting without a clear orienting reference. People are working without a shared reference for priorities, trade-offs, and who decides.

STRENGTH SUBSTITUTION

Hero Mode

One strength, role, or group is carrying load the system should distribute. Progress is real and fragile.

STABILIZATION FAILURE

Muted Alarms

Pressure is present but absorbed rather than converted into decision or change. Stability masks deeper instability.

ADAPTIVE LAG

Yesterday's Playbook

Conditions have shifted but leadership responses have not kept pace. Learning is present; translation into action is delayed.

THE STOPOVER DIAGNOSIS PROCESS

STEP 1

Feel

Notice the signal.

STEP 2

Understand

Investigate the foundations.

STEP 3

Diagnose

Name the pattern.

STEP 4

Act

Choose the response.