

# Leadership Matrix

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Based on Wachtel & McCold's Social Discipline Window

## (1) Doing "to"

- Priorities based on our ideas & needs without authentic interest in theirs
- Goals are challenging with minimum/no support - as a way to build "self-reliance"
- High stakes for not complying create high accountability for them without mutuality
- Focus is mostly on the assets, tools, & reasons they have to get it done

## (4) Doing "with"

- Priorities based on authentic attention to both of our underlying needs
- Goals are challenging with the "right" supports and high co-responsibility
- Authentic ongoing collaboration balances accountability with real stakes & mutuality
- Focus includes real barriers/stresses/needs & assets/tools/resilience

## (2) Being "done in"

- Priorities are based on road of least resistance
- Goals & supports are absent or minimum due to burnout or resignation
- Low stakes, accountability, & mutuality
- Focus is mostly on surviving & getting through it with the least effort & drama

## (3) Doing "for"

- Priorities based on their surface wishes/hopes *or* our ideas about "helping"
- Goals are easy, or tons of support, rescuing & enabling make goals our responsibility
- Accountability, stakes, & mutuality are low
- Focus is mostly on their barriers, trauma, stress, insecurities, & fears