



GLOBAL GYAN  
LEADERSHIP ACADEMY

# LEADING SELF

**Triggering Introspection within...**






**Respondent: Name**

**Report Date: 01st July 2025**



## WHAT IS THIS REPORT ABOUT?

- ✦ The LEADING SELF Report invites you to explore and introspect the most important person in your life – **YOU!**
- ✦ It is constructed on your choices and responses to the simulation you just played. *It seeks to offer insights and questions that may enable you to work with yourself and transform your context.*
- ✦ There are five sections in this report –
  - Section 1 begins by painting an overall profile of your role taking propensities.
  - Section 2 explores how you may experience Systems and Authority
  - Section 3 invites you to reflect on how you work with others
  - Section 4 offers you an invitation to look at your blind spots and potential development areas.
  - Section 5 presents the theoretical and design assumptions behind the creation of this report
- ✦ Sections 1 to 4 use colour shades to explore how personality archetypes may lead to key behaviours
  -  Perspective and behaviours that emerge from the Dominant Archetype(s)
  -  Perspectives and behaviours that emerge from the secondary Archetype
  -  Perspective and behaviours that get displayed by denying a particular archetype within
- ✦ We would recommend that you make notes for yourself, as you browse through this report and have conversations with a close friend or a coach or a mentor.

“Knowing yourself is the beginning of all  
Wisdom...” – Aristotle

*Disclaimer: The purpose of this report is to solely help you understand yourself. The report will help you identify your key choice making and role taking. This report should not be used as a tool to evaluate a person's managerial skills or capabilities.*

## SECTION 1

# WHO AM I?

This section introduces an overall summary of your Identity today. The Identity emerges from a complex interplay of four archetypal energies within you. Given these patterns, Identity would include these aspects:

<i>✦ You prefer being systematic, balanced, methodical, and role oriented, and value stability and repeatability in systems.</i>
<i>✦ You prefer the formality, clarity, authority, and status that Roles offer and value the dutifulness that drives role-compliance.</i>
<i>✦ You may tend to see your context through the lens of a judge – there are no greys in a black &amp; white world. You are quick to express your evaluation of others as well as for self.</i>
<i>✦ Status and authority are important for you. You like taking responsibilities on behalf of the systems and be perceived as a 'Pillar' of the system.</i>
<i>✦ You may become rigid in your stances and judgments. You may tend to be less forgiving of both self and others in case systemic norms and values are violated.</i>
<i>✦ You like being empathetic, understanding, and sensitive to others.</i>
<i>✦ You prefer being helpful, supportive, and friendly to Others – often coaching and mentoring them.</i>
<i>✦ You prefer building friendly relationships at work and in closely collaborating with them.</i>
<i>✦ You find it difficult to say no and frequently end up making sacrifices for others.</i>
<i>✦ You value collaboration and co-creation and are willing to nurture or mentor others.</i>
<i>✦ You do not value aggression, centrality, and high action orientation.</i>
<i>✦ You prefer to step back from the arena of intense action.</i>
<i>✦ You are reluctant to stand alone and be independent.</i>
<i>✦ You don't wish to win every fight or dominate every context. The power inequities do not trouble you.</i>
<i>✦ Being pushed into powerful roles or positions makes you feel anxious, tentative, and even unworthy inside.</i>
<i>✦ You do not value fun and playfulness in self and others. These remain unimportant when contrasted to purpose or outcome.</i>
<i>✦ You do not see much merit in an outside-in stances or commentaries on the state of system - you would rather jump in and do something about it.</i>
<i>✦ You do not like to challenge the givens for you may risk being seen as cynical, rebellious, or disruptive.</i>

- ✦ *You do not like to change or transform any system just for the sake of change.*
- ✦ *Incremental improvements and continuity make more sense than radical and disruptive changes.*

## SECTION 2

# HOW DO I LOOK AT SYSTEMS AND AUTHORITY?

In this section, the report attempts to map your mental models and deeply held beliefs around Systems – both work and family. The section explores how you engage with Authority – both when authorizing yourself as well as when you work with Authority Figures.

<i>✦ You tend to believe that systems, policies, and structures are central to any human collective, and these preserve stability.</i>
<i>✦ You often adhere to given Roles, Duties and Responsibilities. You are seen as a good follower of systemic authority and may be reluctant to confront or challenge your supervisor.</i>
<i>✦ You value benchmarking, digitization, and measurement of objective data to understand the efficacy of the system.</i>
<i>✦ You subscribe to Ethics, and Values. Rules and norms offer tools to control and bring in discipline that is extremely valuable to systems. You are willing to run the risk of being seen as aloof or unemotional.</i>
<i>✦ Authority comes from the Role and flows downwards – you prefer followership, compliance and obedience.</i>
<i>✦ You like to see the human angle to systems, beyond the tasks and processes. To you all systems should be modelled as a family - warm, caring, and without conflict.</i>
<i>✦ You emphasize on sacrificing individual selfishness for the sake of the system - while you are collaborative there could be times when you become the martyr for the system</i>
<i>✦ You like working with intangible aspects of systems - such as emotions, values in action, and culture and focus on human energy and ambiance.</i>
<i>✦ You like systems that reinforce humanity and dignity - being empathetic and inclusive is extremely important for you to build dignity.</i>
<i>✦ You believe that Authority means being a good listener, as well as nurture and mentor people - one has to be supportive at all times.</i>
<i>✦ You do not like to see conflict and dysfunctional politics in the systems that you are a part of. Competitiveness is a taboo for it creates bitter rivalry.</i>
<i>✦ You do not like reactivity in the name of agility, and impulsivity in the name of urgent decision making within systems.</i>
<i>✦ You tend to withdraw and or give in to dominating voices within the system.</i>
<i>✦ You feel guilty when you express anger and resentment. You dislike deployment of personal power for it means being egoistic and narcissistic.</i>
<i>✦ You are reluctant to create systemic spaces that allow for playfulness, fun, and ideation where holy cows can be questioned..</i>

✦ *You are finding it difficult to critique systemic processes and beliefs or look at new ideas.*

✦ *You do not wish to be seen as non-serious or non-committed professional.*

## SECTION 3

# HOW DO I WORK WITH OTHERS?

It is critical to understand your leadership approach to managing your reports and influencing your peers. This section seeks to offer you insights into your leadership patterns and invite you to consider their effectiveness in a variety of contexts.

<i>✦ You prefer being seen as fair, objective, rational and responsible as a leader. You may not express emotions or impulsivity for feelings can impede your sensing of the context.</i>
<i>✦ You may want to be valued for your wisdom, your balanced approach, your logic and your judgments.</i>
<i>✦ You would tend to formalize methods and procedures and digitize these as templates for measurement and review by building comprehensive dashboards</i>
<i>✦ You may not allow for emotions or intuition to color or influence your judgments and assessments of the context.</i>
<i>✦ You would be prone to valuing dutifulness, discipline, and compliance in your followers. You observe hierarchy and status that differentiates roles.</i>
<i>✦ You try and make all your subordinates safe and comfortable – you prefer being seen as supportive and sensitive.</i>
<i>✦ You value inclusiveness, collaboration and consensus when you work with your teams and make decisions.</i>
<i>✦ You may find it difficult to express your anger and disappointments – often you would withdraw as opposed to confront.</i>
<i>✦ You may get upset with Others who are more self-centered and or aloof - you value self sacrifice and martyrdom.</i>
<i>✦ You encourage rituals of celebrations – you support team offsites, dialogue sessions, and community rituals including birthday parties, picnics etc.</i>
<i>✦ You do not value aggression in your leadership approach.</i>
<i>✦ You may not leverage your intuition or gut-feel in most situations.</i>
<i>✦ You do not wish to be seen as ruthless, insensitive, and self-centred as a leader.</i>
<i>✦ You seem to be reluctant to leverage creativity, fun, and playfulness as part of your leadership.</i>
<i>✦ You may force the team to become dependent and compliant followers as opposed to really ideating and discovering new ways of accomplishing tasks.</i>
<i>✦ You run the risk of being seen as too somber and staid – creating over-formal relationship with your subordinates.</i>

## SECTION 4

# WHAT AM I BLIND TO AND NEED TO DEVELOP?

In this section, we aim to offer you a set of questions and invitations to think over, perhaps talk it over with a friend or a trusted colleague and build your developmental agenda.

<i>✦ You may be blind to many intangible processes including politics, culture and emotional well-being of people</i>
<i>✦ You may be blind to the dependency and frustration you create in Others by demanding compliance and adherence to roles, processes and conventions.</i>
<i>✦ You be blind to the emotional and psychological needs of those around you, especially when they seek change or new energies.</i>
<i>✦ You may be blind to your own emotions, pent up feelings, and spontaneity that get denied in subscribing to Roles</i>
<i>✦ You may be blind to the fact that you are becoming unapproachable and aloof as a leader – feeling lonely and untouched at times.</i>
<i>✦ You may blind sometimes to your inner violence onto yourself when you sacrifice for others and cannot say No to their demands.</i>
<i>✦ You may wish to explore that people are a lot tougher than what you judge them to be, and thus can be pushed and dominated if required. You may discover that they are not fragile and can be rejected or refused.</i>
<i>✦ You may wish to explore that conflict may not be as destructive and potentially scarring as you fear. Conflict can actually create new ideas and breakthroughs.</i>
<i>✦ You may want to explore why you feel compelled to make a colleague into a friend, and your fears that make you do so.</i>
<i>✦ You may be blind to your own power to dominate your context and demand more from others.</i>
<i>✦ You may be blind to the tenacity of others, who can withstand your rage and your intensity, were you to express these.</i>
<i>✦ You may be blind to the action potentials of your achievements and how a little bit of risk may open new horizons for you.</i>
<i>✦ You may be blind to your own passion and your thirst for adventure</i>
<i>✦ You may be blind to your gut-feel and intuition.</i>
<i>✦ You may be blind to the vast potential of playfulness and how this unleashes creativity in self and systems.</i>
<i>✦ You may be blind to the power of the jester, who can ask tough questions of those in power and trigger introspection.</i>
<i>✦ You may wish to explore what would evoke you to seek new and more perspectives on systems and life, and go beyond the comfort zones of familiarity</i>

- ✦ *You may wish to explore how critiquing is different from criticizing and challenging – especially when it comes to tradition, ethics, values and purpose.*
- ✦ *You may be blind to the thrill of enjoying life as it flows.*

## **SECTION 5**

# **THEORETICAL UNDERPINNINGS**

This design of the simulation as well as the design of the report has been influenced by the following:

- ✦ The underlying tenets resonate with the work of Roger Moore and Douglas Gilette who speak of four masculine archetypes. These archetypes were first talked about in a series of lectures at the C G Jung Institute of Chicago and published as audiotapes. The two authors then built on these tapes and wrote a book – King, Warrior, Magician and Lover.
- ✦ The four characters, their initial profiles, and how their respective stories begin in the game, are inspired by a seminal work by Pulin K Garg – a narrative titled – the Four Princes. Pulin used this narrative for work on Identity in the Indian context for several decades. Pulin K Garg taught at IIMA for nearly three decades and founded ISISD – a body of behavioural practitioners in India.
- ✦ Joseph Cambell and his work – The Hero with a Thousand Faces – where Campbell refers to a hero’s journey or adventures that lie in each of us. Many aspects of the Hero’s journey form the thresholds within this game.