

THE POWER OF HEALTHY TENSION

IDENTIFY YOUR CRUX TENSION
Seeing is relieving

MIND YOUR BIAS
Embrace your opposite

LEARN THE LANGUAGE
There is wisdom in resistance

MAKE INFORMED DECISIONS
Go slow to go fast

COMMON TEAM & LEADERSHIP TENSIONS

TASK FOCUSED AND RELATIONSHIP ORIENTED

FOCUS ON PEOPLE AND FOCUS ON RESULTS

HAVING EXPECTATIONS AND EXTENDING GRACE

FOCUS ON INDIVIDUALS AND FOCUS ON THE TEAM

TRUTHFUL & CANDID AND TACTFUL & DIPLOMATIC

FOCUS ON MY PART OF THE ORGANIZATION AND FOCUS ON THE WHOLE ORGANIZATION

REALISTIC AND OPTIMISTIC

CENTRALIZED COORDINATION AND DECENTRALIZED FREEDOM

COLLABORATION AND INDEPENDENCE

MANAGE COSTS AND MAINTAIN QUALITY

STIMULATE INNOVATION & CHANGE AND PRESERVE TRADITION & STABILITY

FOCUS ON THE SHORT TERM AND FOCUS ON THE LONG TERM

GIVE FREEDOM AND HOLD ACCOUNTABLE

CONFIDENCE AND HUMILITY

LOGIC AND GUT FEELING

STRUCTURE AND FLEXIBILITY

PLANNING AND ACTION

PROFIT-FOCUSED AND PURPOSE-DRIVEN

CARE FOR SELF AND CARE FOR OTHERS

WORK AND HOME

HEALTHY TENSION WORKSHEET

	AND	
VALUE 1		VALUE 2

POSITIVE RESULTS

1.
2.
3.

POSITIVE RESULTS

1.
2.
3.



NEGATIVE RESULTS WHEN OVERDONE

1.
2.
3.

NEGATIVE RESULTS WHEN OVERDONE

1.
2.
3.

ACTION PLAN FOR:

	AND	
VALUE 1 FROM PAGE 4		VALUE 2 FROM PAGE 4

Start by identifying **1 to 3 actions** you (and/or your team) can take to gain or maintain the positive results of each side.

ACTION STEPS:

What are things you do to gain or maintain **the positive results of your Value 1?**
What? Who? When?

ACTION STEPS:

What are things you do to gain or maintain **the positive results of your Value 2?**
What? Who? When?

Identify **1 to 3 red flags** that serve as early warning indicators that a side is being overdone to the neglect of the other.

RED FLAGS:

What are early warning signs that you're **overfocusing on Value 1 to the neglect of Value 2?**
What? Who owns it? So what?

RED FLAGS:

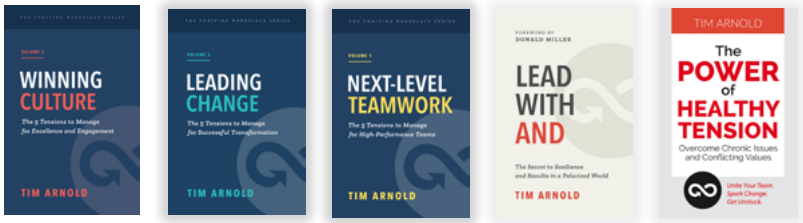
What are early warning signs that you're **overfocusing on Value 2 to the neglect of Value 1?**
What? Who owns it? So what?

NEXT STEPS

Go deeper. Get the resources.

Find links to the books, the presentation slide deck, and healthy tension resources you can use with your team on the **Resources** page:

timarnold.ca/resources



available at amazon

The Leaders Edge

Every other week we send out our Leadership Quick Tip & DIY Team Activity. Each email is practical enough for you to take meaningful action right away.

TimArnold.ca/newsletter

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