

The Six Skills Your Leaders, Managers, and Supervisors Need to Succeed

Learning and Development Assessment



By Tim Arnold

President, Leaders for Leaders



The Six Essential Leadership Skills

Many leaders, supervisors, and managers have been promoted into their position because they're talented, they've worked hard, and they have a ton of potential. **However, they've never had any formal leadership training.** Without proper development, even the most promising leaders can struggle to meet expectations and drive results.

The following six skills are *make-it-or-break-it* skills that transform good leaders into great ones.



Managing Healthy Tension

*Mastering the superpower of
"AND" thinking*



Confident Leadership

*Leveraging tensions effectively
for resilience and results*



Developing Effective Teams

*Mastering five critical
team dynamics*



Navigating Change

*Making change an opportunity
rather than a threat*



Giving & Receiving Feedback

*Effectively handling
difficult conversations*



Emotional Intelligence

*Developing social-emotional
abilities for superior results*

Leadership Assessment



Click to have Tim walk you through the assessment.

WATCH NOW

Leader's Name:

☐

Self- assessment

☐

Assessment of Another Leader

Rate current leadership capacity in each of the six critical areas below. Consider both strengths and opportunities for growth.

Rating Scale:

1
Needs
development

2
Basic
awareness

3
Developing
competency

4
Strong
performance

5
Demonstrates
mastery

Date of Assessment:

1: Managing Healthy Tension

In today's complex workplace, most challenges get mistakenly treated as either/or problems with right or wrong answers. Leaders face constant tensions like *Change vs. Stability*, *Structure vs. Flexibility*, and *Truth vs. Tact*. When teams approach these as either/or battles, someone always loses.

Great leaders transform these apparent conflicts into powerful opportunities by mastering the superpower of “AND” thinking, turning workplace tensions from sources of conflict into catalysts for breakthrough performance.

Click to hear more about Healthy Tension

WATCH NOW



Skill Area	Managing Healthy Tension				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

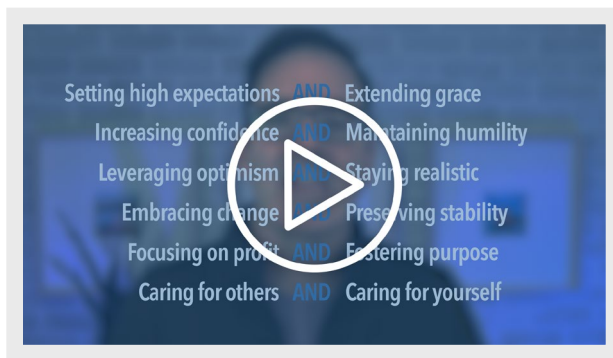
2: Confident Leadership

Once your leaders understand the concept of healthy tension and they begin to use AND thinking, they can focus on some specific tensions they face as a leader.

Here are six unavoidable tensions they need to identify and learn to manage well:

- Setting high expectations **AND** extending grace
- Increasing confidence **AND** maintaining humility
- Leveraging optimism **AND** staying realistic
- Embracing change **AND** preserving stability
- Focusing on profit **AND** fostering purpose
- Caring for others **AND** caring for yourself

When leaders learn to navigate these tensions effectively, they will break through to a new level of resilience and results.



Click to hear about the 6 tensions to manage to develop confident leadership.

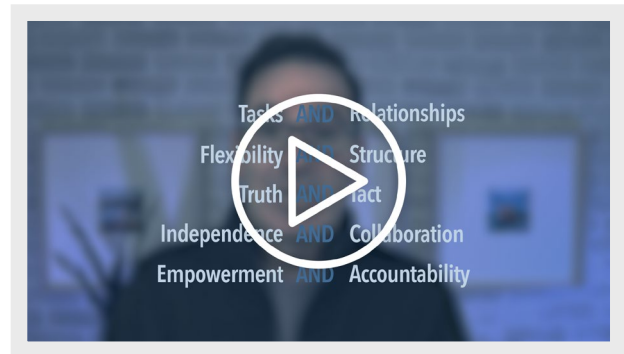
WATCH NOW

Skill Area	Confident Leadership				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

3: Developing Effective Teams

Most leaders struggle to build effective teams despite having talented people, as they lack the skills to manage inevitable tensions. Great leaders master five critical team dynamics that transform performance:

- **Trust** (Tasks AND Relationships)
- **Engagement** (Structure AND Flexibility)
- **Communication** (Truth AND Tact)
- **Alignment** (Collaboration AND Independence)
- **Ownership** (Empowerment AND Accountability)



Click to hear more about the tensions to manage if your leaders are going to be able to create an environment for effective teamwork.

WATCH NOW

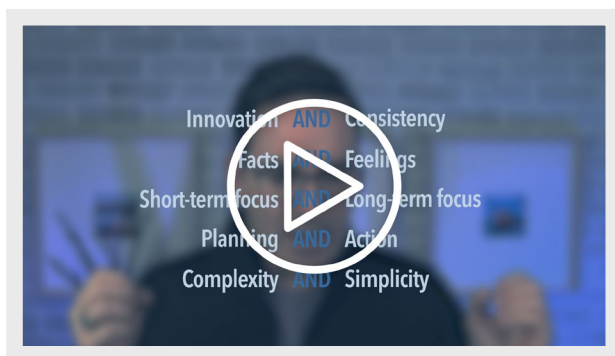
Skill Area	Developing Effective Teams				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

4: Navigating Change

Most change initiatives divide and disappoint, creating opposition and confusion. Successful leaders transform this challenge by mastering these five critical tensions:

Innovation **AND** Consistency
Facts **AND** Feelings
Short-term **AND** Long-term focus
Planning **AND** Action
Complexity **AND** Simplicity

When leaders leverage these tensions, they turn resistance into resilience and division into unity, making change an opportunity rather than a threat.



Click to hear Tim talk about the five tensions your leaders need to manage as they *navigate change*.

WATCH NOW

Skill Area	Navigating Change				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

5: Giving & Receiving Feedback

Difficult conversations are foundational to high-performing teams, yet most leaders struggle to handle them effectively.

Leadership success requires managers and supervisors to be skilled in giving and receiving feedback, to question assumptions before jumping to conclusions, and to deal with concerns before they escalate. Very few people receive training on how to do this well and most people often shy away from tough conversations or they fumble through them.



Click to understand the simple approach your leaders will learn to give & receive feedback well.

WATCH NOW

Skill Area	Giving & Receiving Feedback				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

6: Emotional Intelligence

Technical expertise alone doesn't create great leaders. Research shows that emotional intelligence is the critical differentiator between good and exceptional leadership. Leaders who master stress management, healthy assertiveness, adaptability, empathy, and interpersonal relationships consistently outperform their peers.

When leaders intentionally develop their social-emotional abilities, they create more engaged teams and deliver superior results.

Click to hear more about how your leaders' *emotional intelligence* plays a key role in their success.

WATCH NOW



Skill Area	Emotional Intelligence				
Rating	1 Needs development	2 Basic awareness	3 Developing competency	4 Strong performance	5 Demonstrates mastery
Notes			Next Steps		

Moving Forward

Leadership development is a lifelong journey – and while no leader will ever be perfect, the goal is progress. Now that you’ve assessed your leadership capabilities, it’s time to move forward.

We at Leaders for Leaders want to support your growth every step of the way. The most powerful way to get started is by booking a workshop in the area where your leaders are struggling the most.

Book a Workshop

We offer a 3-hour workshop for each of the six essential leadership skills. We can do them in-person or virtually.

Which one do your leaders need the most right now?

GET THE CATALOGUE

BOOK A WORKSHOP

You can also sign up to receive ...

The Leader’s Edge Newsletter

Every other week, you’ll get:

- Quick leadership tips you can implement immediately
- DIY team activities to strengthen your team
- Practical insights for meaningful action

Always free. Opt out anytime.

GET THE LEADER’S EDGE

Or, you can ...

Follow Us Online



INSTAGRAM:

[LEADERSFORLEADERS.CA](https://www.instagram.com/LEADERSFORLEADERS.CA)



LINKEDIN:

[IN/TIMARNOLDLEADERSHIP](https://www.linkedin.com/company/IN/TIMARNOLDLEADERSHIP)



YOUTUBE:

[@TIMARNOLDLEADERSHIP](https://www.youtube.com/@TIMARNOLDLEADERSHIP)

*Your leaders have so much potential, it’s time to transform it into lasting impact.
Let’s build something extraordinary together!*

BOOK A WORKSHOP



Leaders FOR Leaders

Building Teams. Developing Leaders.

LeadersForLeaders.ca