

The 5Vs of Leadership in Conflict Settings - Transfer tasks

your vision for the team/project/initiative they're working on? (Vision)

Now that you have watched the video and have an understanding of the 5 Vs of Leadership in Conflict Settings, take a few minutes to assess the following. It is really important that you are **honest with yourself** when answering these questions, so that you and your team can really benefit from this reflection.

1. On a scale from 1 to 5, 1 being Not at all and 5 being Extremely well, to what extent do you think your team understand

If your assessment is closer to 1 than to 5, what are some of the ways in which you could address this? Some examples include:

organising a team meeting and/or several one-to-ones to discuss this and solicit feedback creating an internal video highlighting the key elements of your vision in a compelling way

-	visually map out your path to the vision (where we are, where we want to be, and how do we get there?) and check-in with the visual at regular intervals On a scale from 1 to 5, 1 being Not at all and 5 being Significantly , to what extent do you feel like the values you expose through your day-to-day interactions inspire and motivate your team? (Values)					
2.						
If your	1 assessment is closer to	2 o 1 than to 5, take thi	3 s a step further and re	4 flect on some of th	5 ne ways in which you r	night be
displaying discrepancies between key leadership values (such as authenticity, accountability, honesty, passion, dedication, empathy etc.) and your own behaviour and work on correcting that.						
3.	3. On a scale from 1 to 5, 1 being Not at all and 5 being Significantly , how well do you think you are able to sense and respond to signs of trouble and tensions in your team? (Vigilance)					
	1	2	3	4	5	
If your assessment is closer to 1 than to 5, you may consider (learning and) practicing active listening, active presence, and actively paying attention to unspoken team dynamics, in a curious and non-judgemental way.						
4.	On a scale from 1 to 5, 1 being Not at all and 5 being Significantly , to what extent do you think you understand and able to adapt to your team's communication's styles and approaches to getting tasks done and generally responding to fast-changing situations? (Versatility)					
	1	2	3	4		
If your assessment is closer to 1 than to 5, it may be useful for you to practice greater flexibility and openness, starting from a better understanding of your team. You could work with tools like DISC or other types of personality assessments to better understand preferences and (emotional) hot buttons and start from there.						
5.		-	and 5 being Significar s and are able to do so	· · · · ·		e in your team feel
	1	2	3	4	5 .	
team to	proactively address	tensions and clashing otional intelligence, c	consider explicitly or i deas, as well as equi conflict management e	pping them with	the necessary skills to	do so (training on
Apart from reflecting on these questions individually, you may consider using them as prompts for discussion in a team meeting on Workplace Conflict, soliciting inputs from your team . This, of course, if they feel safe to offer their inputs.						