

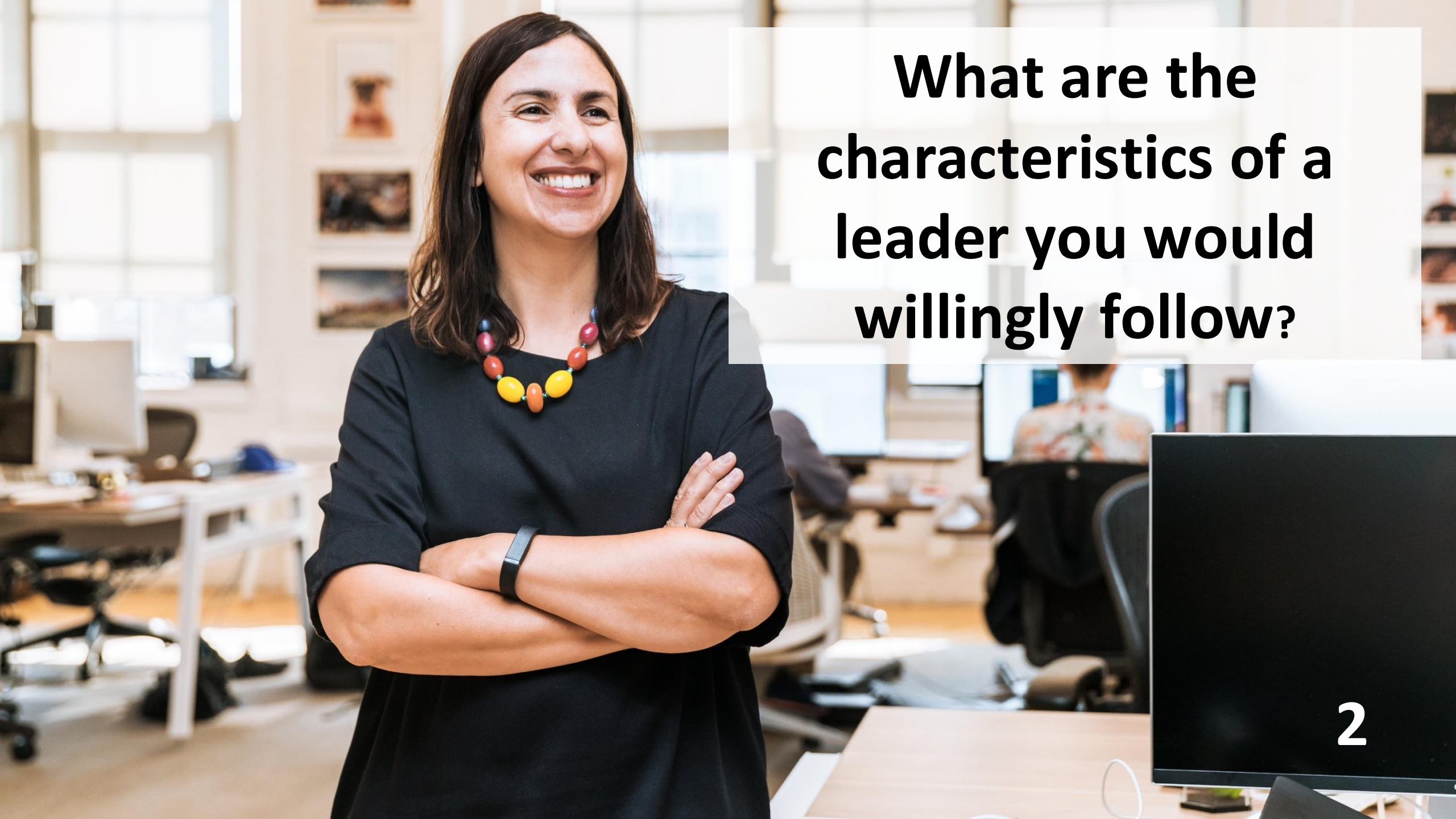


TURN TO CLEAR VISION

U.S. Manufactured and Distributed by THE TOWER OPTICAL COMPANY, INC. Waterbury, CT www.toweroptical.com

QUARTERS ONLY  
50¢  
TO OPERATE TURN HANDLE ONE FULL TURN

2380

A woman with long dark hair, wearing a black top and a colorful beaded necklace, stands in an office with her arms crossed and a friendly smile. The background shows a modern office environment with desks, computers, and large windows. A semi-transparent white box is overlaid on the right side of the image, containing the text.

**What are the  
characteristics of a  
leader you would  
willingly follow?**



# Character

## I want a leader who will:

- Tell me the TRUTH...
- Has a clear vision for where we are going...
- Has the skills to get us there successfully...
- Is excited about going with me...
- And will treat me fairly and support me along the way.



courage



To be...  
Vulnerable

2

# Competency

A man with short brown hair and glasses, wearing a dark blue button-down shirt, is seated at a wooden desk in a bright, modern office. He is looking intently at a silver laptop on the left. His right hand holds a black pen over an open notebook on the desk. The background features a large window with a view of greenery and a whiteboard with the words 'WISDOM' and 'SMART' visible. The overall atmosphere is professional and focused.

# Communications



# Collaboration





# Compassion

Focus me

Know me

Care about me

Hear me

Help me feel proud

Equip me

Help me see my value

Help me grow

Help me contribute

Thank me

# Contribution

A large, mature tree with a thick, dark trunk and a wide, spreading canopy of bright yellow and orange leaves stands in a lush green field. The sky is filled with soft, white clouds, and the overall scene is bathed in a warm, golden light, suggesting a late afternoon or early morning setting.





IQ

3



# **Best Boss Ever Worst Boss Ever**

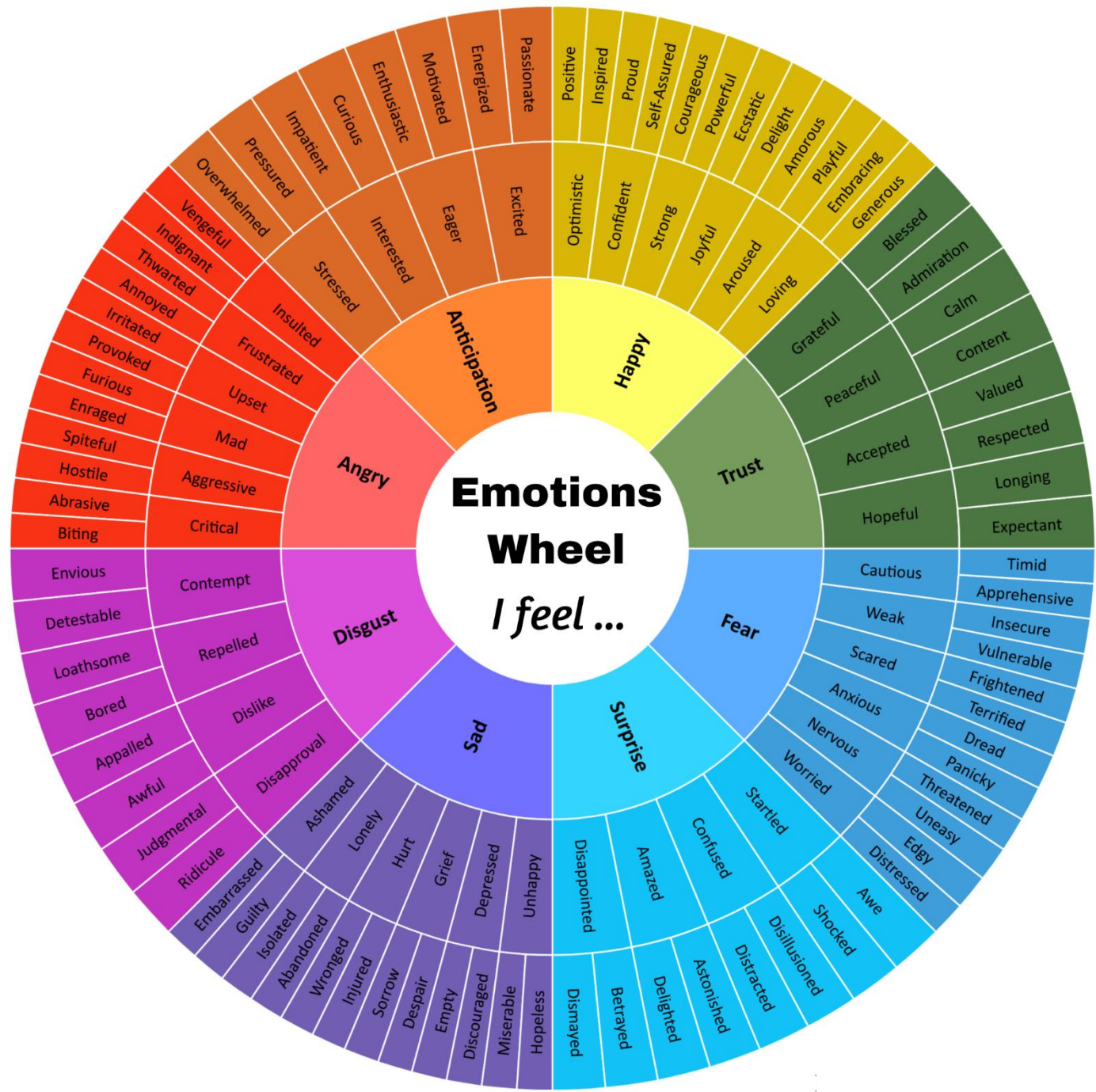
**Workshop 3**



EQ

# THE FIVE KEY ELEMENTS OF EMOTIONAL INTELLIGENCE (EQ)





# THE FIVE KEY ELEMENTS OF EMOTIONAL INTELLIGENCE (EQ)



“If you don’t like change,  
you’re going to like  
irrelevance even less”

– General Eric Shinseki

# AQ

Adaptability

Quotient:

*Our aptitude*

for successfully

navigating change



**1. Learning Agility**

**2. Flexibility**

**3. Innovation**

**4. Resilience**

## WISDOM

Discernment in applying knowledge to complex realities.

## KNOWLEDGE

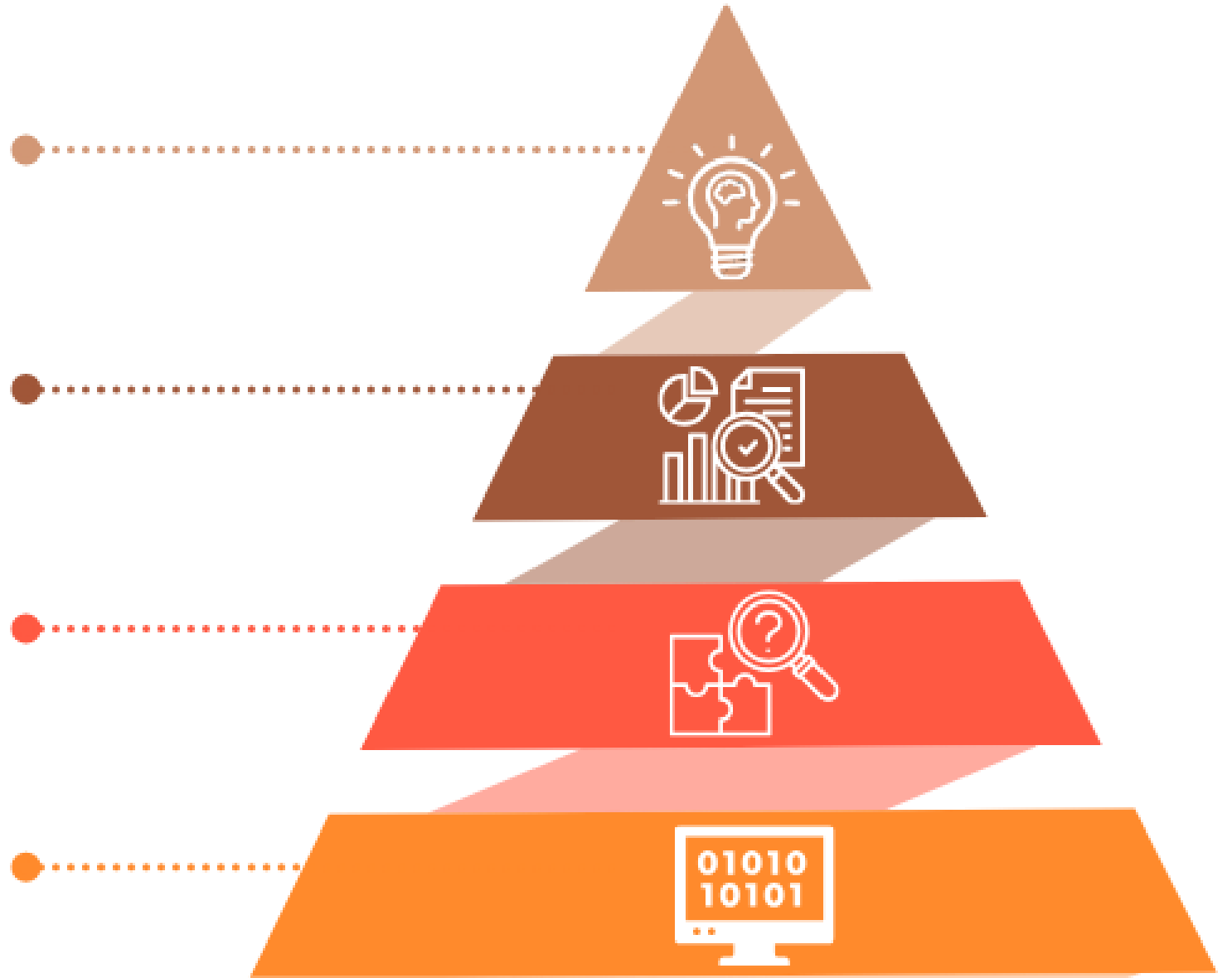
Insights derived from analysis and interpretation.

## INFORMATION

Organized data placed into meaningful context.

## DATA

Numbers and inputs without structure or analysis





**The leader's job is shifting from having the answers to asking the right questions, judging the outputs, and guiding people through constant change.**

**Read pages 5 - 9**  
**Workshop page 10**



**JOHNSPENCE.COM**

**JOHN@JOHNSPENCE.COM**



 **JOHN SPENCE**  
*Making the very complex...**awesomely simple***