Characteristics and Development of the Adaptive Leader



❖Conform to external expectations and norms set by authority figures or societal standards.

❖Tend to seek approval, avoid conflict, and prioritize fitting in with the group over expressing their authentic selves.

❖Start to develop a sense of autonomy and self-awareness, recognizing their own values, beliefs, and aspirations.

❖Begin to take ownership of their actions and decisions, moving beyond mere compliance with external expectations.

❖Continuous self-reflection, learning, and adaptation to increasingly complex challenges.

❖Embrace ambiguity, uncertainty, and paradox, recognizing the interconnectedness of diverse perspectives and systems.