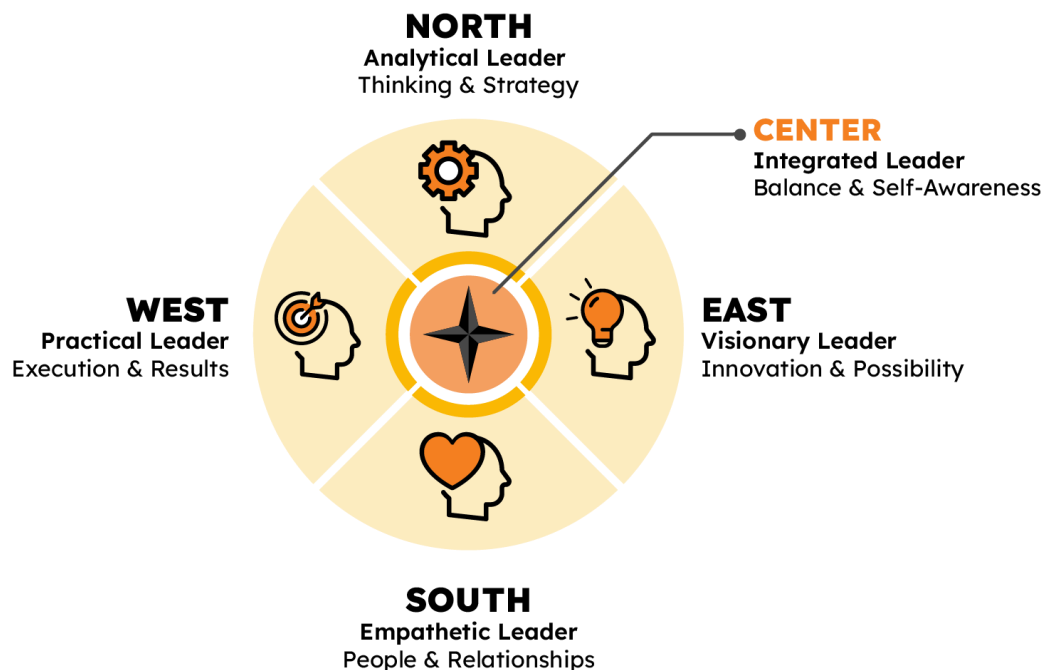


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Leadership Compass: A Self-Reflection Tool

This leadership Compass tool is a framework to help leaders self-reflect and understand their dominant leadership styles, the styles of others and how this can align with their team's organisation, culture and overall needs. Self-reflection and awareness of others' leadership tendencies can enhance collaboration and a culture of strengths-based learning. Each compass point represents a leadership trait:



How to Use:

Each direction of the compass symbolises a leadership orientation. Reflect on each quadrant by answering the guiding questions. You can rate yourself on a scale (e.g., 1–5) or journal your thoughts.

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Rate each question from 1 to 5, where 1 is not at all true, and 5 is very true.

Question	1	2	3	4	5
North - Action-Oriented / Driver					
1. I often take charge in group situations without waiting for direction.					
2. I prefer quick decisions over prolonged discussions.					
3. I'm comfortable taking risks to move things forward.					
4. I get frustrated by delays or indecisiveness.					
5. I value efficiency and results over process.					
6. I often push others to act or meet deadlines.					
South - Nurturing / Supportive					
7. I prioritise group cohesion and emotional well-being.					
9. I am often the one who checks in on how others are feeling.					
10. I avoid conflict and seek consensus.					
11. I find fulfilment in helping others succeed.					
12. I am sensitive to the needs and dynamics of the group.					
13. I prefer collaboration over competition.					
East - Visionary / Big Picture					
14. I enjoy brainstorming and exploring new possibilities.					
15. I am more interested in the 'why' than the 'how'.					
16. I often think about long-term impact or future trends.					
17. I get excited by innovation and change.					
18. I find routine or structure limiting.					
19. I often come up with ideas faster than they can be implemented.					
West - Analytical / Detail-Oriented					
20. I prefer to have all the facts before making a decision.					
21. I am naturally inclined to ask questions and seek clarity.					
I enjoy organising, planning, and creating systems.					
23 I feel uncomfortable when things are vague or unstructured.					
24. I often challenge ideas or assumptions to help the group think more critically.					
25. I value precision and thoroughness over speed.					

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Scoring Table

Add up your scores for each direction separately.

Compass Direction	Score
North	
South	
East	
West	

Results

- Your highest score indicates your dominant compass direction.
- If two or more directions are close in score, you may have a blended style.
- A balanced score across all directions suggests that you're adaptable across all the styles and can shift styles depending on the situation.

Notes:



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Leadership Compass Styles

North – Action-Oriented / Driver

People who lean North are typically decisive, assertive, and results-focused.

They naturally take charge in group settings and prefer to take the lead rather than follow. With a strong sense of urgency, they are quick to act, often pushing others to keep pace and meet deadlines. They thrive in fast-paced environments, enjoy challenges, and are energised by new projects and opportunities.

They value efficiency over process, focus on the bottom line, and are comfortable taking risks to move things forward. Norths are not easily deterred by resistance; they persevere, probe, and press to overcome obstacles. They are comfortable in the spotlight and often use value-driven phrases like “Do it now,” “I’ll do it,” and “What’s the bottom line?”

Challenges of a North Style Approach

While North-style individuals bring energy, decisiveness, and a strong drive for results, their action-oriented nature can sometimes lead to challenges. Their urgency to act may cause them to overlook important processes or skip strategic planning. In group settings, they might dominate discussions, become defensive, or try to “out-expert” others, especially when their ideas are challenged.

Norths may grow impatient with ambiguity or prolonged dialogue, which could lead to pushing for decisions before the group is ready. Their preference for control may make delegation difficult, and they may struggle to collaborate as equals. This can come across as autocratic or dismissive of others’ input. Additionally, their focus on outcomes over emotions may lead them to unintentionally disregard others’ feelings, appearing cold or unapproachable.

Unchecked, their boldness can turn into impulsiveness, leading them to take unnecessary risks or ignore practical constraints. Recognising these tendencies can help Norths temper their strengths with greater awareness, empathy, and collaboration.

South – Nurturing / Supportive

South-leaning individuals are empathetic, relationship-focused, and value harmony.

They are often the ones who check in on others, mediate conflict, and ensure everyone feels heard and included. Collaboration is their preferred mode of working, and they find fulfilment in helping others grow and succeed.



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They are sensitive to group dynamics and prioritise cohesion over competition. Souths are natural peacemakers who seek consensus and avoid confrontation. Their strength lies in creating safe, inclusive environments where people feel supported and valued.

Challenges of a South Style Approach

South-style individuals bring warmth, empathy, and a strong commitment to group harmony. However, their desire to maintain peace can sometimes lead them to avoid necessary conflict or difficult conversations. They may prioritise others' needs to the point of neglecting their own, and struggle to assert boundaries or make tough decisions when relationships are at stake.

In group settings, Souths may hesitate to challenge ideas or speak up if it risks disrupting cohesion. Their focus on emotional well-being can slow progress when difficult trade-offs are needed. At times, they may take on too much in an effort to support others, leading to burnout or resentment. By learning to balance care with clarity and assertiveness, Souths can lead with both heart and strength.

East – Visionary / Big Picture

East-oriented people are imaginative, future-focused, and idea-driven.

They are energised by brainstorming, innovation, and exploring new possibilities. Often more interested in the “why” than the “how,” they think in terms of long-term impact and emerging trends.

They thrive in environments that allow for creativity and change, and may feel constrained by routine or rigid structures. Easts are often ahead of the curve, generating ideas faster than they can be implemented. Their strength lies in inspiring others with a compelling vision of what could be.

Challenges of an East Style Approach

East-style individuals are visionary and imaginative, often inspiring others with their big-picture thinking. However, their focus on ideas and possibilities can sometimes come at the expense of practical execution. They may struggle with follow-through, lose interest in details, or become frustrated by the slower pace of implementation.

Easts can also overwhelm others with abstract thinking or frequent shifts in direction, especially when clarity and consistency are needed. Their enthusiasm for innovation may lead them to overlook existing systems or underestimate constraints. When grounded with structure and collaboration, Easts can turn bold visions into meaningful outcomes.



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West – Analytical / Detail-Oriented

West-leaning individuals are methodical, data-driven, and value accuracy.

They prefer to gather all relevant information before making decisions and are naturally inclined to ask questions and seek understanding. They enjoy organising, planning, and building systems that bring order and efficiency.

Wests are uncomfortable with ambiguity and often play the role of the critical thinker in a group, helping others see potential flaws or overlooked details. They value precision and thoroughness over speed, and their strength lies in ensuring quality, consistency, and well-informed decisions.

Challenges of a West Style Approach

West-style individuals offer depth, precision, and a strong commitment to quality. Yet their analytical nature can sometimes lead to overthinking or perfectionism, slowing down decision-making. They may become stuck in data gathering or risk-aversion, especially when faced with ambiguity or incomplete information.

Wests can be perceived as overly critical or resistant to change, particularly when others are eager to move forward. Their preference for structure and clarity may limit flexibility or creativity in fast-moving environments. By learning to trust the process and embrace uncertainty, Wests can balance their strengths with adaptability and openness.

