

Fundamental Supervisory Practices

Center for Public Leadership and Governance

UNC-School of Government

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Topics covered in today's session:

- Introduction to the True TILT model to help increase self-awareness and understanding of your preferred character strengths, how these differ from personality traits and how these show up in your interactions with others.
- Identify situations in which you might over/under use these character traits and identify the impact on you and others.



TILT FACTORS

THE 4 META FACTORS

THE 4 META FACTORS	CORE LEADERSHIP STRENGTHS		Under-Developed Traits	Commendable Traits	Over-Used Traits
	WISDOM:HEAD FACTS ► JUDGMENT	PERSPECTIVE Practices Good Judgment	Illogical Subjective Irrational Unrealistic	Logical Objective Rational Realistic	Robotic Scrutinizing Skeptical Paranoid
		FOCUS Attends to Priorities	Aimless Scattered Casual Undiscerning	Purposeful Mindful Selective Discerning	Intolerant Stoic Particular Critical
		DILIGENCE Effective at Execution	Unproductive Undisciplined Inconsistent Nonchalant	Productive Disciplined Consistent Conscientious	Workaholic Obsessive Rigid Meticulous
	HUMANITY:HEART PEOPLE ► HARMONY	LIKABILITY Expands Social Influence	Unapproachable Unappreciative Stingy Humorless	Approachable Appreciative Generous Humorous	Compliant Flattering Indulgent Sarcastic
		CONSIDERATION Thoughtful About Impact	Insensitive Rejecting Disrespectful Blaming	Compassionate Accepting Respectful Forgiving	Permissive Adoring Submissive Excusing
		TRUST Builds Strong Relationships	Boastful Restless Superficial Unreliable	Humble Patient Authentic Reliable	Minimizing Resigned Revealing Subservient
	COURAGE:GUT ACTION ► JUSTICE	CONFIDENCE Exudes a Commanding Presence	Insecure Indecisive Uncertain Passive	Self-Assured Decisive Certain Assertive	Arrogant Dismissive Defensive Aggressive
		BOLDNESS Willing to Face Risk	Timid Cautious Unengaged Slack	Brave Adventurous Passionate Tenacious	Reckless Rebellious Antagonistic Stubborn
		INTEGRITY Serves as a Good Example	Secretive Unfair Unethical Political	Honest Fair Ethical Honorable	Blunt Patronizing Strict Judgmental
	RESILIENCE:SPIRIT IDEAS ► PURPOSE	OPENNESS Insatiable Curiosity for Learning	Unreceptive Complacent Inflexible Inattentive	Receptive Curious Agile Alert	Chaotic Evasive Erratic Impulsive
		INSPIRATION Casts a Compelling Vision	Withdrawn Mundane Apathetic Pessimistic	Visionary Compelling Enthusiastic Optimistic	Grandiose Overzealous Hyperactive Gullible
		CREATIVITY Designs Inventive Solutions	Uninventive Calculated Unimaginative Dependent	Ingenious Intuitive Innovative Resourceful	Eccentric Opinionated Opportunistic Mischievous