

SURFACING CREATIVE LEADERSHIP

CARING CONNECTION

Caring Connection measures your interest in and ability to form warm, caring relationships.

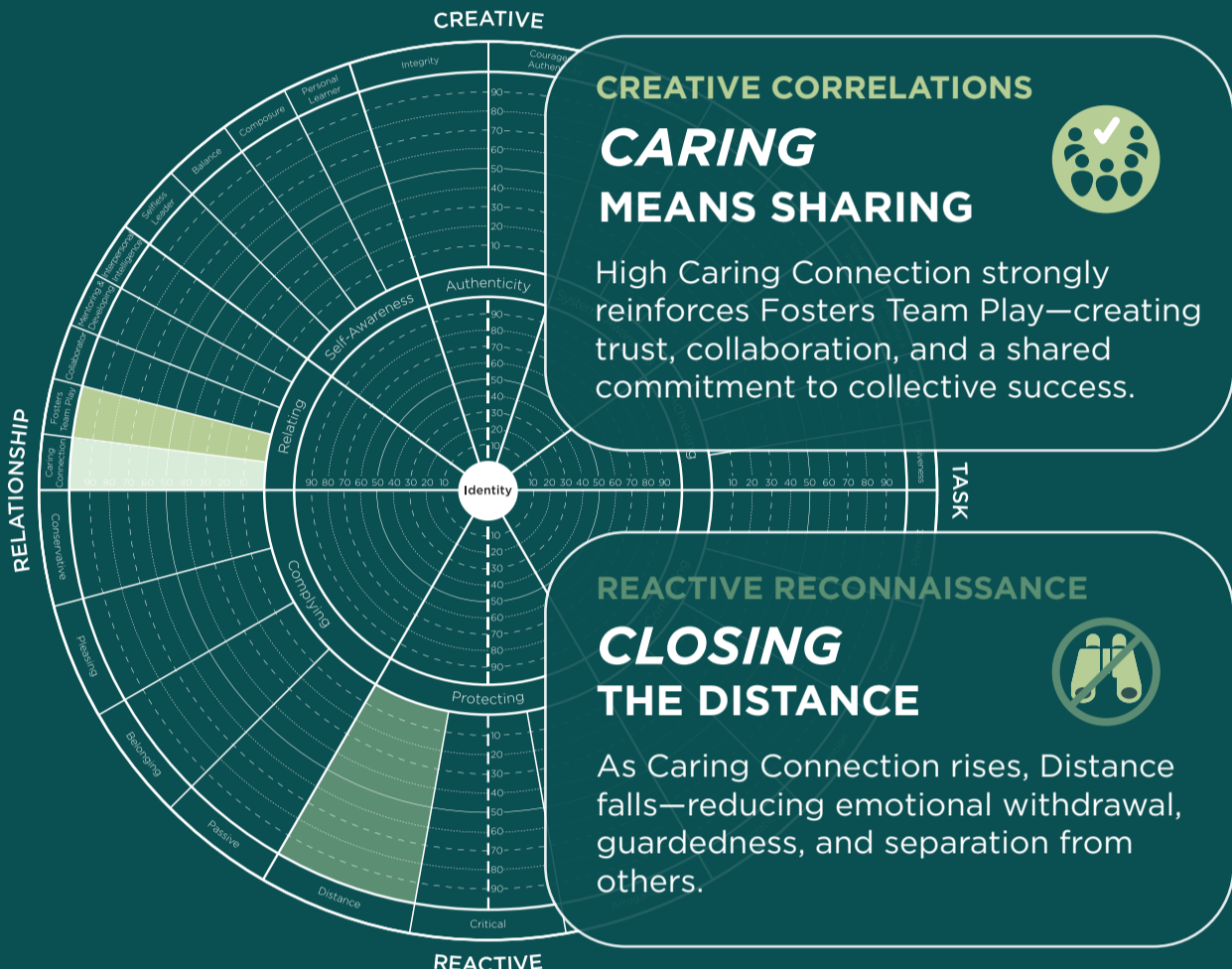
High scores signal that you:

- Building warm, trusting relationships
- Leading with empathy and compassion
- Caring about how people feel—not just results
- Sharing authentically and admitting mistakes
- Creating safety for vulnerability and trust
- Confronting challenges with care

$r = .65$

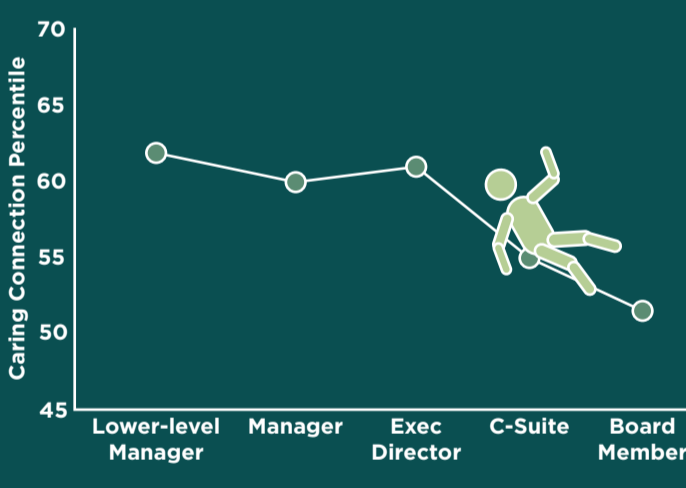
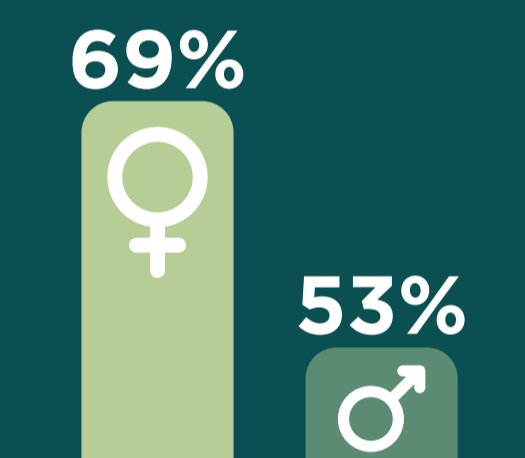
Effective leadership is relational at its core. Caring Connection creates the trust and safety leaders need to bring out the best in others.

CORRELATIONS WORTH NOTING



THE CONNECTION GAP

Caring Connection shows the **largest gender gap of any leadership dimension**. Women score, on average, 16 points higher than men—double the difference typically expected, signaling a meaningful leadership distinction, not a stereotype.



WHO NEEDS IT MOST

Caring Connection declines as leaders move up the organization. Those with the greatest responsibility for people may be expressing care the least—making intentional connection more critical, not less, at senior levels.

WHEN CARE GOES UP, THE ARMOR COMES OFF

The link between Caring Connection and the Protecting inner dimension is exceptionally strong—**twice as strong** as other Reactive patterns. When leaders lead with care, the impulse to defend, withhold, or self-protect diminishes.



TIPS FOR LEADERS

Build your capacity for Caring Connection

Lead With Curiosity

Ask open questions and listen for what matters—especially beneath the surface.



Name What You Notice

Acknowledge effort, emotion, and impact to help people feel seen and valued.



Practice Human Moments

Share appropriately—admit mistakes, express care, and allow space for real conversation.



THE DATA IS CLEAR:

Care isn't soft—it's strategic. Leaders who build genuine connection create the trust that sustains performance and people.



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LEADERSHIP
CIRCLE

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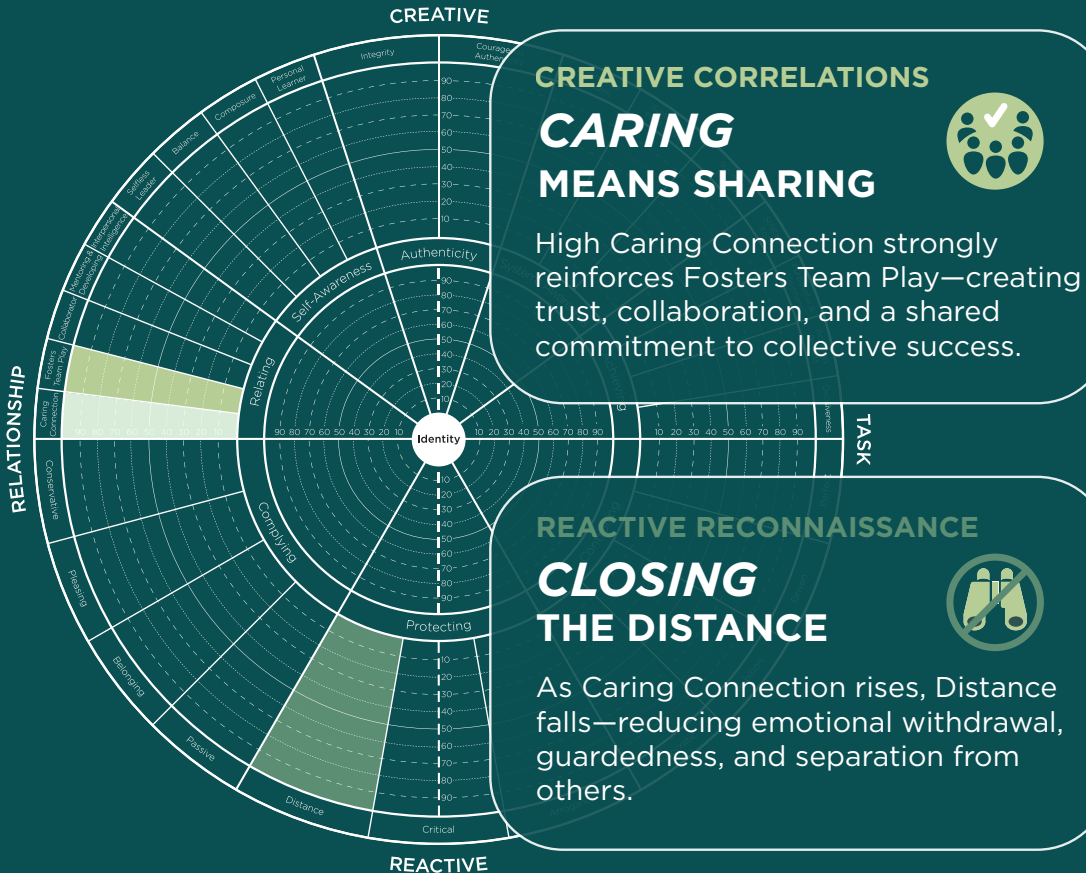


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**LEADERSHIP
CIRCLE**

CARING CONNECTION

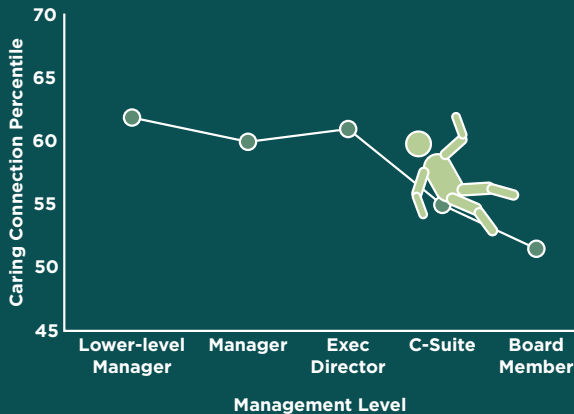
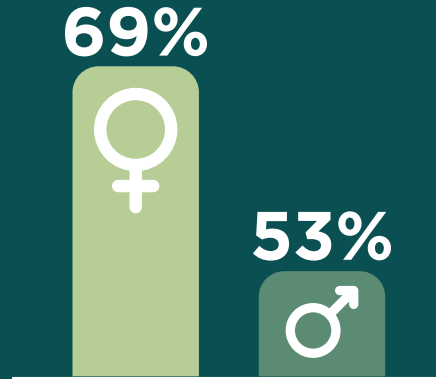
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