



SURFACING CREATIVE LEADERSHIP

DRIVEN

Driven reflects the tendency to push, perform, and prove yourself through constant effort.

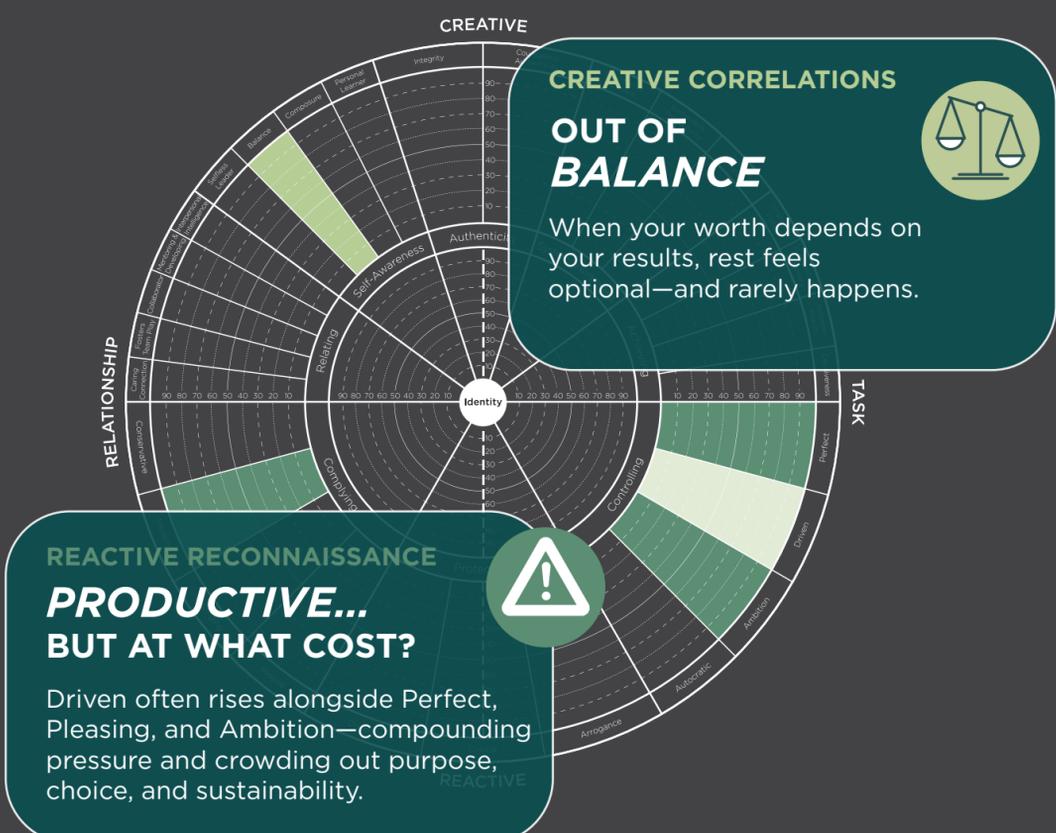
High scores signal that you:

- Work long hours and rarely slow down
- Stay in “push mode,” even when it’s not required
- Struggle to relax—rest feels unearned
- Take on more than is realistically sustainable
- Set extremely high standards for yourself (and others)
- Do what others could do because it feels faster—or safer—to do it yourself

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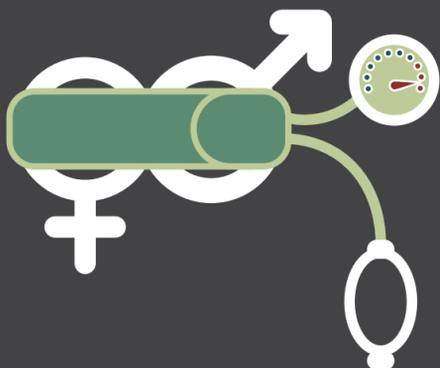
Nothing to see here. Leadership effectiveness isn’t determined by how driven you are. High effort alone doesn’t guarantee impact.

CORRELATIONS WORTH NOTING



HELPFUL... UNTIL IT ISN'T

Driven mirrors Perfect: productive at moderate levels, costly when it takes over—showing a nearly identical impact on leadership effectiveness.



SEPARATE BUT EQUAL

Driven shows one of the **smallest gender gaps** of any leadership dimension, with only 2 percentage points separating male (32%) and female (30%) leaders, suggesting **performance pressure is universal**.

ACTIVITY ≠ ACHIEVEMENT

More effort doesn’t guarantee greater impact. Driven multiplies activity; Vision and Purpose multiply results.



TIPS FOR LEADERS

Manage your tendency for Driven. Shift it toward Creative leadership:

Separate Strength From Overdrive

A strong work ethic builds trust; compulsive effort builds pressure. Know the difference.



Align Effort With Purpose

Effort fuels impact when it serves vision, not validation.



Prioritize Impact Over Volume

Measure success by meaningful outcomes, not activity.



THE DATA IS CLEAR:

Doing more doesn’t make you a better leader. Great leadership creates space, energy, and capacity that lasts.