

Pam Boney, US

# What's Your True Tilt?



SEPTEMBER 24-27  
ICF ANNUAL INTERNATIONAL CONFERENCE **2011**

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Cutting Edge Research: A New Portrait of Leadership for the Future



# True Tilt LEADERSHIP

BALANCED CONSCIOUS CREATIVE INSPIRED

The Fascinating Link between Self-Esteem  
...and Conscious, Creative Leadership



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A simple distinction.

**Great Leader**

**Anti-Leader**

- Self-Esteem?

- Self-Esteem?

- Intention?

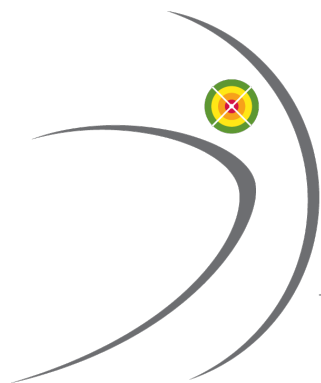
- Intention?



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TRUE SELF & POSITIVE INTENTION



True Tilt  
LEADERSHIP

BALANCED CONSCIOUS CREATIVE INSPIRED



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# What's YOUR True Tilt?

Tilt  
Card  
Sort

- Start with a FOUR card deck.
- Mingle within your circle & trade cards.
- Trade for YOUR TOP four traits!
- Then, trade one more card with one from the pile if you still haven't found the ones you want.
- Notes: Focus on the traits in the center of the card & don't worry about the descriptor at the top. Find the ones that most reflect YOU.



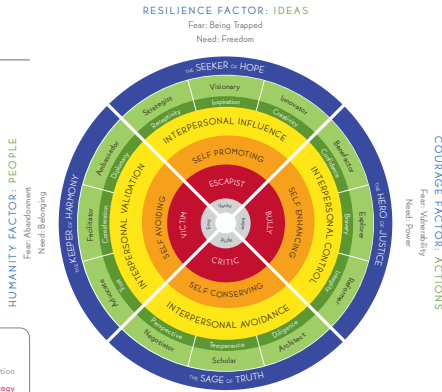
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# Four Human Needs & Self-Esteem



TILT PSYCHOLOGICAL  
STRUCTURES  
www.tilt360leaders.com



**LEVELS OF CONSCIOUSNESS**

Gray	Underlying Emotion
Red	Self-Protective Strategy
Orange	Self-Advancing Strategy
Yellow	Cooperative Social Strategy
Dark Green	Core Leadership Strength
Light Green	Collaborative Leader Persona
Blue	Contributive Leader Persona

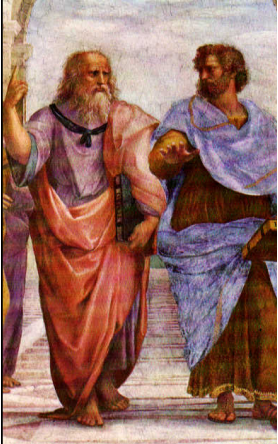
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What if...weaknesses are *really* all Overused Traits & are linked to low self-esteem?



Aristotle's  
"Golden Mean"

Human Virtue Continuums

No Discipline ← Discipline → Rigidity

No Compassion ← Compassion → Permissive



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# A New Frame

A replacement for Typology!



THE NEUROSCIENCE OF WHOLE-BRAIN CREATIVITY



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# The Tilt Factor

## FOUR BASIC PRINCIPLES

**RESILIENCE: SPIRIT**  
Gift of IDEATION • Ethic of HOPE

**WISDOM: HEAD**  
Gift of JUDGMENT • Ethic of TRUTH

**HUMANITY: HEART**  
Gift of RELATIONSHIP • Ethic of CARE

**COURAGE: GUT**  
Gift of ACTION • Ethic of JUSTICE

ATTUNE (EMOTIONAL RESILIENCE) CONNECTION

COMPELLING (EMOTIONAL) HOLD IMPACT

CLARITY (REASON) PRESENT

STRUCTURE (REASON) RESOLVED

CHANGE

STABILITY

LEARNING

ENGAGEMENT

LEARNING

ENGAGEMENT

Inspiration

Creativity

Confidence

Receptivity

Diplomacy

Consideration

Integrity

Brewery

Temperance

Diligence

Perspective

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# BALANCED

**RESILIENCE FACTOR: SPIRIT**  
The Art of Positive Influence

**WISDOM FACTOR: HEAD**  
Acquisition of Knowledge and Perspective

**HUMANITY FACTOR: HEART**  
Consideration of Impact to Others

**COURAGE FACTOR: GUT**  
Facing Risk with Confidence

ATTUNE (EMOTIONAL RESILIENCE) CONNECTION

COMPELLING (EMOTIONAL) HOLD IMPACT

CLARITY (REASON) PRESENT

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↑ Transcendence to Give Back

4 • Collaborating for Strategic Transformation  
• Goal: Freedom & Ideation

3 • Cooperating to Socially Connect  
• Goal: Belonging & Harmony

2 • Manipulating to Advance Individually  
• Goal: Power & Autonomy

1 • Reacting to Avoid Harm  
• Goal: Safety & Significance

Levels of Consciousness

CONSCIOUS

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Whole-Brain Development

The 4 TILTS

Sequential  
Analytical  
Social  
Imaginative

CREATIVE

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**INSPIRED**

RESILIENCE: SPIRIT  
Gift of IDEATION • Ethic of HOPE

CHANGE

HUMANITY: HEART  
Gift of RELATIONSHIP • Ethic of CARE

LEARNING

ENGAGEMENT

COURAGE: GUT  
Gift of ACTION • Ethic of JUSTICE

CLARITY

STABILITY

STRUCTURE

WISDOM: HEAD  
Gift of JUDGMENT • Ethic of TRUTH

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### Finding Your True Tilt...

1. Competence  
Knowledge, Education, Skills & Abilities

2. Intelligence  
Cognitive Capacity & Use of Reasoning

3. Drive  
Drive, Desire & Initiative for Mastery

4. Presence (Tilt-Factor)  
Self-Leadership Personality, Values & Character

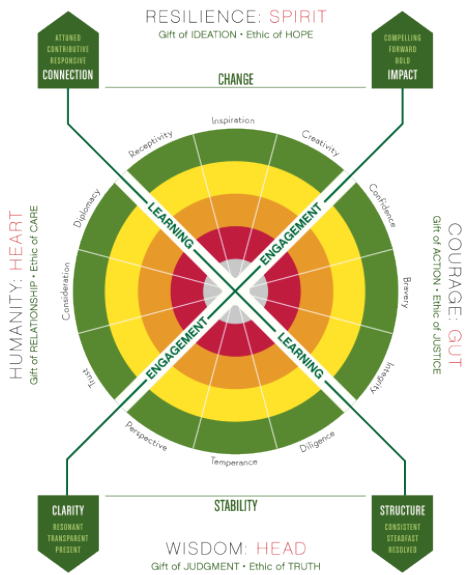
**True-TILT = FLOW**  
YOUR True Genius

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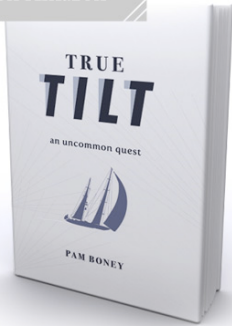
# What's Your True Tilt?



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### Presenter contact information:

Pam Boney, MA, PCC, MTC  
Tilt, Inc.

919-789-0737  
pam@tilt360leaders.com



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is Emerging

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