

**Your leadership
isn't plateauing
because of what
you don't know.
It's because of who
you are.**

Skill is groundfloor and psychology often matters more.
Both should work together to achieve great leadership.

Companies spend billions. Leaders still derail.

\$366B

spent annually on leadership development globally.

75%

of organizations say their leadership programs aren't working.

THE REAL DISTINCTION

**Skill gets you there.
Psychology determines
what happens next.**

SKILL

Learnable. Trainable. Visible.

How to run a meeting, give feedback, and delegate.

PSYCHOLOGY

Your identity. Your triggers. What you believe.

THE SELF-AWARENESS GAP

**95% of leaders
think they're
self-aware.
About 10–15%
actually are.**

Dr. Tasha Eurich. Four-year study of nearly 5,000 participants.

Source: Tasha Eurich, Organizational Psychologist (HBR, 2018)

WHAT THE RESEARCH SAYS

Leaders don't fail because they stopped being smart.

25%

of executives are at risk of derailment right now.

Poor self-awareness, unmanaged derailers, low emotional intelligence. Most of it is predictable.

And preventable.

THE BOTTOM LINE

You can't develop your way out of a psychological problem.

Leadership development that stops at skill is incomplete. The leaders who keep growing are willing to examine the patterns and blind spots underneath the behavior.

Let's start a conversation.

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