

# Authentic Leadership Paradox Wheel

**Capitalizing on Strengths**

**Coping with Transition**

**Self Reliance**

**Realistic Patience**

**Optimism**

**Being Empathetic**

**TRUST**

**Realism/  
Openness**

**Being Tough**

**Trusting Others**

**Sense of Urgency**

**Catalyzing Change**

**Going against the Grain**

Underdone

Ideal

Overdone

