



Learning to Lead as a Sensitive Striver

with Melody Wilding, LMSW







Kelly is what I call a
Sensitive Striver

What is a Sensitive Striver?



They are highly attuned to emotions

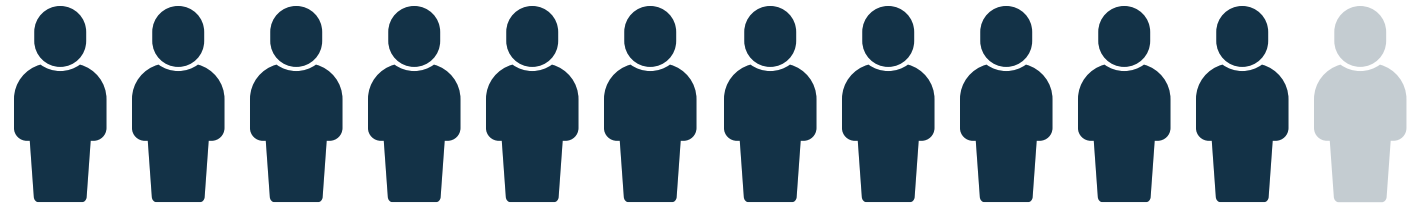


They give 100 percent to their work



They're susceptible to stress, emotional overwhelm, and overthinking.

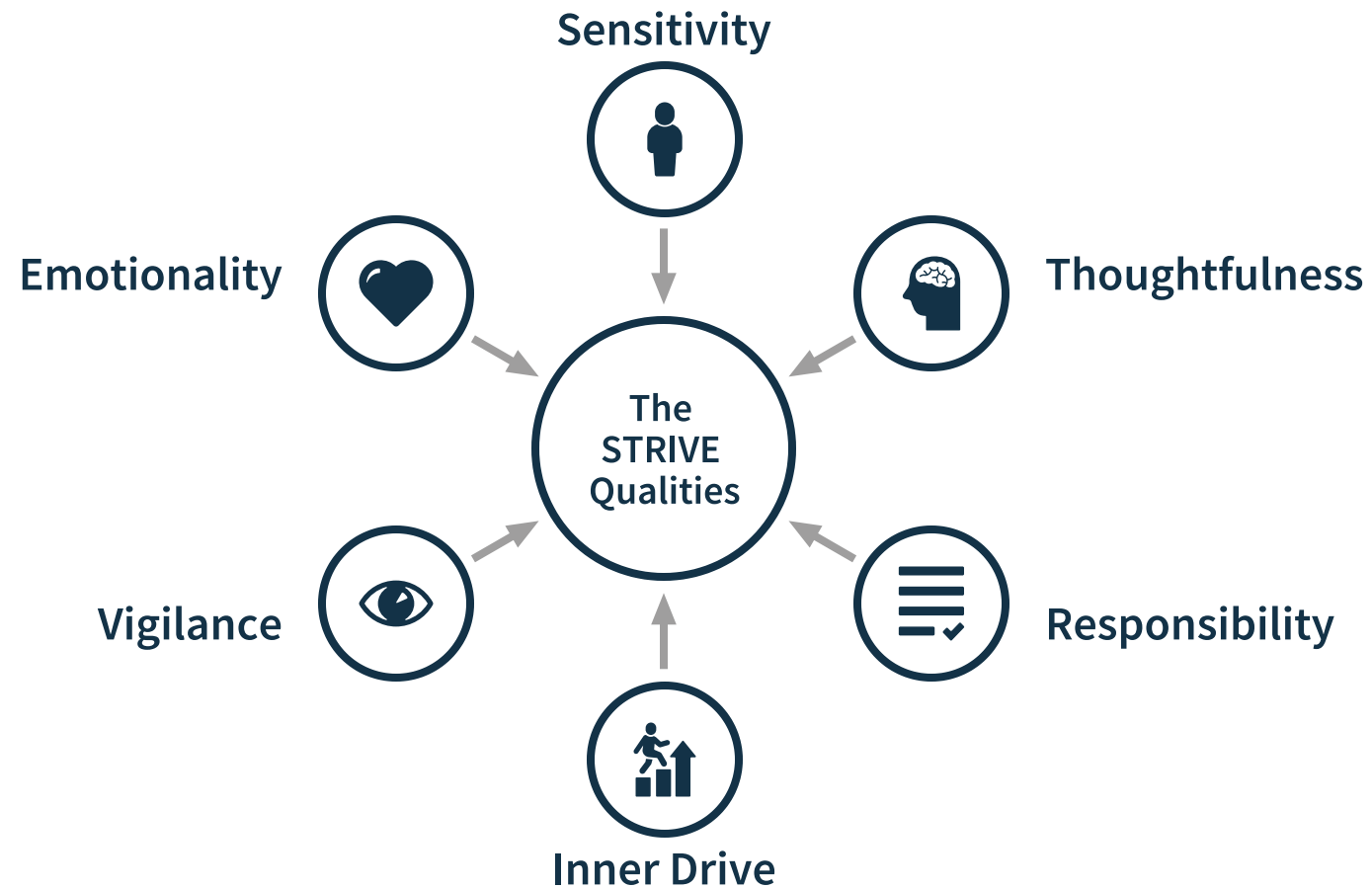
90%



of you identify as a Sensitive Striver.

QUESTIONS (9) ▼	AVERAGE SCORE
Q5 I'm kind, compassionate, and genuinely empathetic.	75%
Q9 I hold myself to high standards, and judge myself harshly if I make a mistake.	74%
Q2 I consider myself to be driven and have a strong desire to “exceed expectations” in every aspect of my work and life.	73%
Q7 I struggle to “turn off” my mind because it’s constantly filled with thoughts.	72%
Q3 I need time to think through decisions and process information before I act or respond.	67%
Q6 I often put other people’s needs ahead of my own and probably say “yes” too much.	64%
Q1 I experience emotions to an unusual level of depth and complexity.	50%
Q4 I have an inner critic that never takes a day off and struggle with Imposter Syndrome (feeling like a fraud).	49%
Q8 I fear feedback and take criticism to heart.	48%

The STRIVE Qualities



The Sensitive Striver as a Leader

Unbalanced	Balanced
Takes on too much	Delegates effectively and focuses on high-value work
Judges self harshly	Uses constructive self-talk
Overworks to exhaustion	Loyal, with strong boundaries
Passive people-pleaser	Clear about expectations
Emotionally reactive	Calm and composed
Indecisive and unsure of self	Trusts own judgement and makes tough calls

3 key core skills for

Thriving as a Sensitive Leader

3 Core Skills

- ① Reframing
- ② Boundaries
- ③ Assertiveness



A hand holds a white, rectangular picture frame in the foreground. The frame is positioned over a scenic coastal landscape. The background features a grassy cliffside on the left, a sandy beach, and the ocean with waves breaking on the shore under a cloudy sky. The word "Reframing" is written in a bold, dark blue font across the center of the frame.

Reframing

Reframing



Reframing is about changing your self-talk



It's shown to boost a positive outlook and lower stress

Reframe Your Self-Talk

UNHELPFUL THOUGHT	REFRAME
I can't do anything right.	This is a minor mistake. You're stressed; slow down.
If I speak up, everyone will laugh at me.	It's better to ask a question than spend two weeks going in the wrong direction.
My direct report didn't do a task right once. It's easier to do it myself.	I can find a better way to clarify expectations



A white picket fence runs across the foreground, with several purple flowers growing through the slats. The background is a soft-focus green landscape with trees and foliage. A white rectangular box is centered over the fence, containing the word "Boundaries" in a dark blue, sans-serif font.

Boundaries

Understanding Boundaries



Boundaries are personal rules that protect our energy.



Saying “no” to what doesn't serve you frees you up to say “yes” to what does.

4 Emotions Test

- 1 Anger
- 2 Guilt
- 3 Resentment
- 4 Frustration





Assertiveness

What is assertiveness?



Expressing your needs, wants, feelings and opinions in a direct and honest manner

Don't undermine yourself

- This may not be important, but...
- I know this sounds silly...
- I may be wrong...
- I was just wondering...
- Sorry, can I just add...



Tips for

Managing a Sensitive Striver

Tips of Managing Sensitive Strivers



Coach them



Deliver criticism tactfully



Make their work meaningful

What is your biggest takeaway?

A close-up photograph of a person's hands typing on a silver laptop keyboard. The person is wearing several gold rings on their fingers. The laptop is open, and the screen is blurred. In the background, there is a white desk with various decorative items: a gold ampersand, a clear glass stapler, a gold hexagonal geometric object, and a notebook with colorful drawings. The overall scene is a professional or creative workspace.

melodywilding.com/hermanmiller