

THE GRAVITAS WHEEL[©]



THE
GRAVITAS
PROGRAMME
Accelerating your potential

The Gravitas Wheel is a profiling tool that's been designed by Antoinette Dale Henderson, author of *Leading with Gravitas*, to help you assess your strengths and areas of development. Developed following global research with a broad spectrum of leaders, the right-hand side represents the inner qualities of gravitas and the left-hand side represents the outer qualities.

At the centre of the Wheel is your overall 'Purpose', the driving force that inspires and propels you forward.

Start by identifying a goal you'd like to achieve at work and your deadline for achieving it. Then mark up your ideal rating and then your current rating per segment.



Profiling Your Gravitas

Starting with Self-awareness and working clockwise round the Wheel, begin by marking on the Wheel where you would like to see yourself. So if you would like to enhance your ability to Project, score yourself 9 or 10.

The goal is not to score 10 for each – in fact, someone who scores themselves 10 in each component would probably appear too polished and slick to have lasting influence. The real goal is to identify which segments are inherently strong in you and which segments, if further developed, would enhance your leadership style and enable you to communicate with greater gravitas.

You can then mark on the Wheel where you currently see yourself against each of the qualities, taking the centre of the Wheel as 0 and the outer edge as 10.

For example, if you feel like you have a considerable amount of Expertise, but find it difficult to Connect with your team, you might score yourself 8 and 4 respectively. If you have spent considerable time developing your Self-awareness but find Projecting your message challenging, score yourself 9 for Self-awareness and 3 for Projection.

Once you have completed the Wheel, consider the following questions:

- In which segments do you score highest/lowest?
- Are you stronger on the inner or outer components?
- Which segment/s are you not making the most of?
- Which segment/s would you like to develop further?

The Six Components Explained



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Gravitas
Quality

Definition

Internal

Self-awareness



- Having clarity and confidence in who you are
- An appreciation of your personal values, beliefs, identity and purpose
- An awareness of your strengths and limitations
- An ongoing drive for self-development

Expertise



- An appreciation and belief in your own unique knowledge, experience and capabilities
- An ongoing desire to become an expert in a chosen field
- An ability to share your expertise with impact

Authenticity



- Remaining true to your personal values and beliefs
- A commitment to acting consistently and characteristically, irrespective of external influences
- An ability to act authentically while tailoring your style to suit different contexts

External

Presence



- An appreciation of the benefits of 'being present' and an ability to pay attention to the here and now
- An ability to 'switch on' and make an impact through physical appearance, body language and voice
- An attractive and compelling energy that emanates from a person

Connection



- A commitment to developing a broad, diverse and mutually beneficial network
- An ability to build relationships and create rapport with a broad range of people
- Skilful communications skills – in meetings, presentations, talks

Projection



- An ability to making amplify your message and make a memorable impact through voice and body language
- An ability to express yourself confidently and deliver to larger audiences
- Focus on personal branding and raising your profile

TO FIND OUT MORE...

Please get in touch to find out more about our Masterclasses and Executive Coaching programmes.

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