



The psychology of leading under scrutiny

Dr Michael Drayton
Executive Coach, Organisational Consultant
& Clinical Psychologist





Storytelling exercise:

Think of a time when you were under scrutiny
Tell it as a story (emotions, impact)
Three minutes each (self-discipline)



How did it influence:

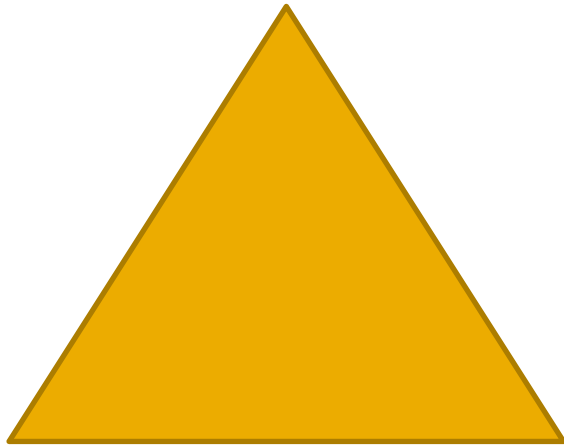
1. Your emotional state
2. Your ability to think
3. Your behaviour



How extreme pressure (scrutiny) affects leadership behaviour

Sandler (2011)

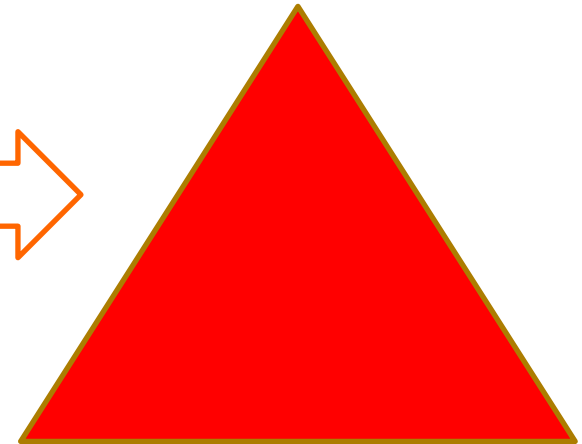
High energy



Normal Leadership Profile



Fight

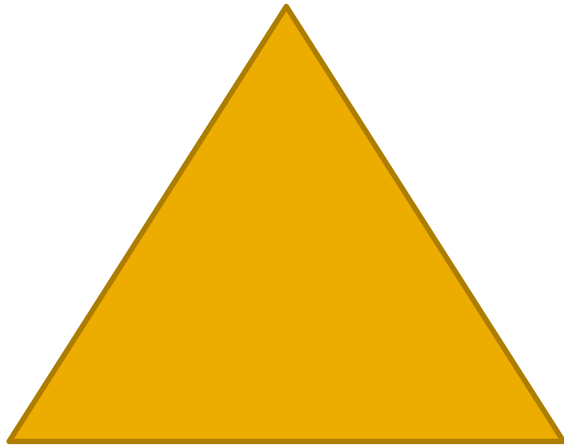


Leadership profile under pressure



What is your dominant leadership style, and how might it be impacted by scrutiny?

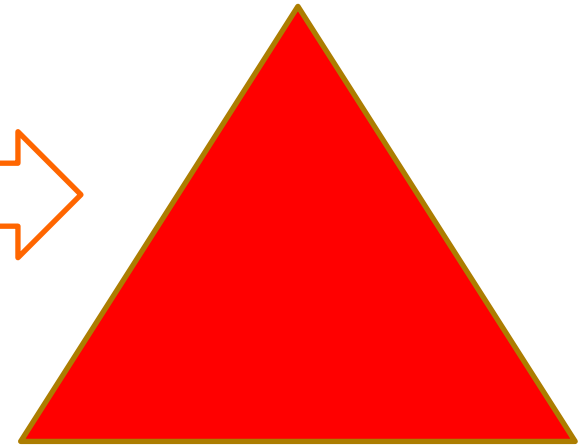
High energy



Normal Leadership Profile



Fight



Leadership profile under pressure

Warm

Calm

Flight

Freeze



As a leader what can you do to minimise cognitive bias in yourself and others?



Thank you!

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ANTI-BURNOUT

How to Create a Psychologically Safe and
High-performance Organisation

Michael Drayton

