



**STRATEGIC THINKING**  
FRAMEWORK  
*By Dan Willms*



**Your Name**

**18/05/2026**

**#TheEagle**

# About the Assessment

Success in leadership, problem-solving, and decision-making is not about a single skill—it's about how you think, act, and adapt in different situations. The Strategic Thinking Framework Assessment is designed to give you a deeper understanding of how you naturally approach challenges, collaboration, and execution.

Throughout this report, you will explore:

- **Your core thinking and leadership tendencies**
- **What drives your decisions and actions**
- **How you respond to challenges and pressure**
- **The best ways to collaborate with others**
- **Opportunities for growth and strategic improvement**

This assessment is not about labeling you—it's about understanding how you think and how to leverage that knowledge to be more effective in any environment. Whether you are visionary like an Eagle, results-driven like a Shark, structured like a Wolf, or people-focused like a Dolphin, this framework will provide personalized insights to help you thrive. **Let's dive in and discover how your thinking style shapes your success.**

## Who I Am

### The Eagle / #Let'sDoltDifferently

**I am a visionary, a leader, and someone who thrives on thinking big. I don't just focus on what is—I see what could be. Routine and rigid structures drain my energy; I need movement, innovation, and the ability to challenge the status quo. My mind is always working on new ideas, strategies, and ways to push boundaries. I don't wait for opportunities—I create them.**

**I am at my best when I have the freedom to act, lead, and execute my vision without unnecessary restrictions. I take bold risks and move quickly because I believe progress happens when we step outside our comfort zones. However, I sometimes struggle with patience and consistency, as I am always thinking about the next big challenge rather than focusing on small, incremental steps.**



## #GetInTouch

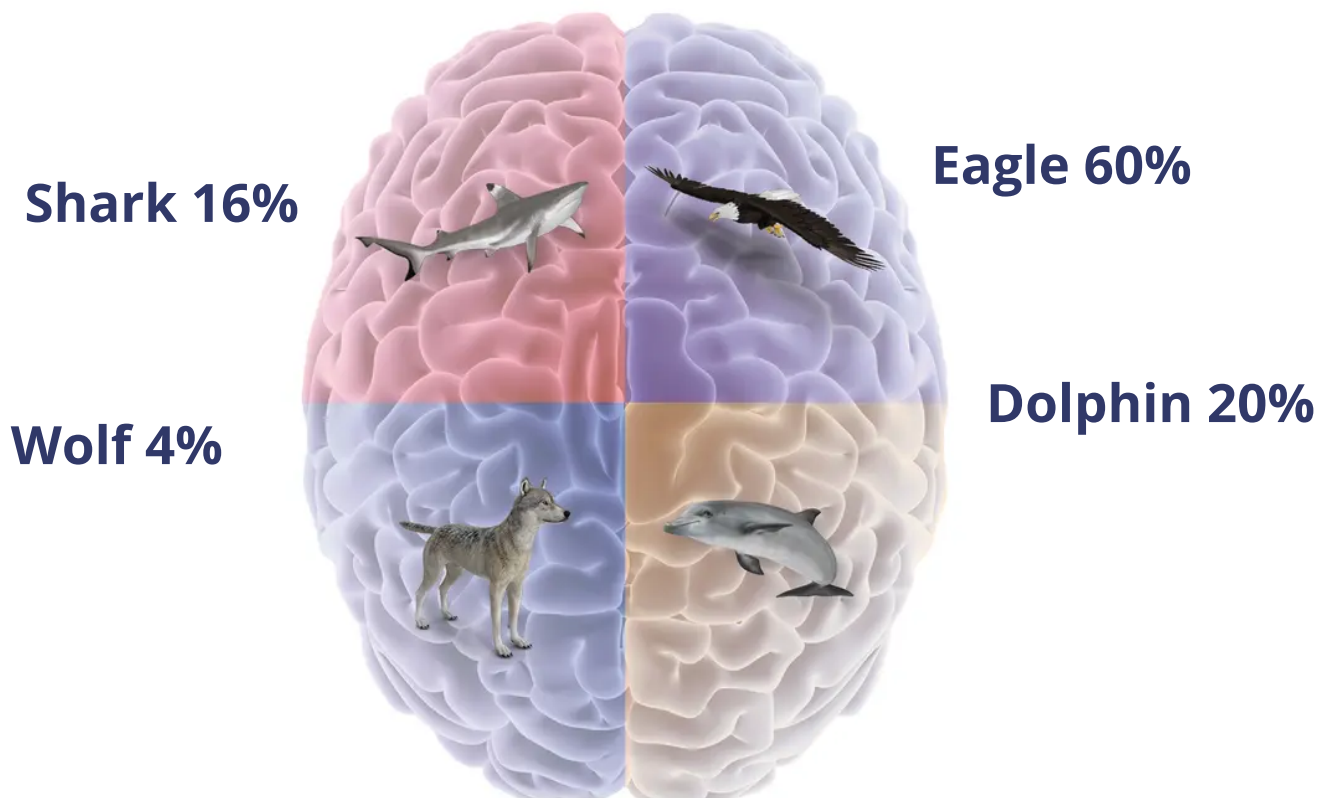
Scan this QR Code to get in touch with me.

#Let'sGetToKnowYourResults

# About Your Results

## Your Strategic Thinking Framework & How You Use Your Brain

The image below shows four thinking frameworks, and illustrates ways you naturally engage with them at this time in your life. It also illustrates your primary and secondary thinking frameworks.

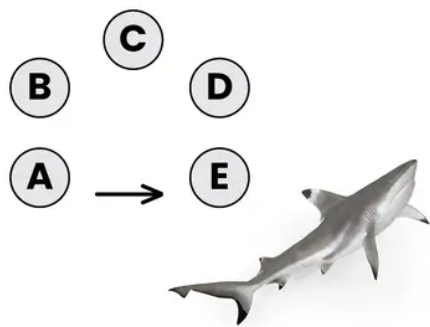


The highest your score (%) the more natural is that specific style for you, it means it requires less energy for you to operate from that place.

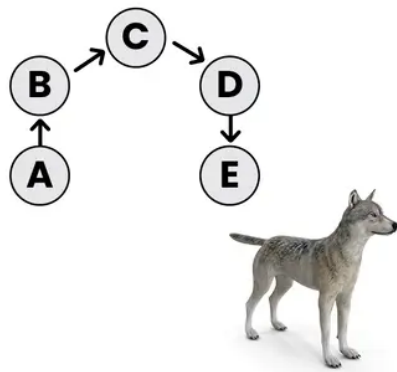
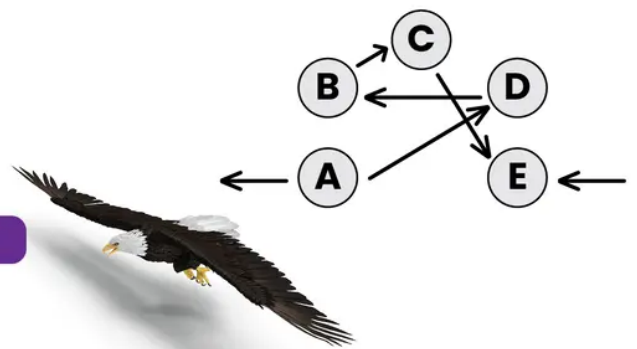
  
**Coaching Question:**

## #Let'sGetToKnowYourResults

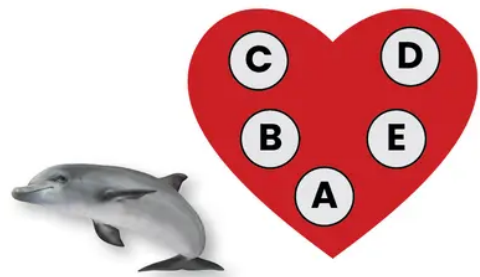
### How Each Style Receives and Process Information



Faster



Slower



Coaching Question:

## #Let'sGetToKnowTheProfiles

# The Four Strategic Thinking Styles

Every person approaches challenges, decision-making, and leadership uniquely. Understanding your style allows you to leverage your natural abilities, improve collaboration, and enhance your overall effectiveness. No style is better than another—each plays a vital role in effective leadership and problem-solving.

### **Eagle – Vision & Innovation:**

- Big-picture thinkers who drive strategy and change but may overlook details.
- Strengths: Strategic, visionary, bold.
- Watch out for: Impatience, lack of structure.

### **Shark – Action & Results:**

- Decisive and competitive, Sharks push for quick wins but may act impulsively.
- Strengths: Fast decision-making, execution-focused.
- Watch out for: Low tolerance for delays, overly aggressive approach.

### **Wolf – Structure & Precision:**

- Logical and detail-driven, Wolves ensure order and efficiency but may resist change.
- Strengths: Organized, disciplined, risk-aware.
- Watch out for: Overanalysis, slower decisions.

### **Dolphin – Connection & Collaboration:**

- Empathetic and team-focused, Dolphins build relationships but may avoid conflict.
- Strengths: Collaborative, emotionally intelligent.
- Watch out for: Struggles with tough decisions, prioritizing harmony over results.



A purple rounded rectangular box with a white border. At the top center, there is a small circular icon containing a globe with a person silhouette. Below the icon, the text "Coaching Question:" is written in a bold, black font. The rest of the box is empty, intended for a handwritten or typed response.



## #WhoIAm

# Who I Am

## The Eagle / #Let'sDoItDifferently

I am a visionary, a leader, and someone who thrives on thinking big. I don't just focus on what is—I see what could be. Routine and rigid structures drain my energy; I need movement, innovation, and the ability to challenge the status quo. My mind is always working on new ideas, strategies, and ways to push boundaries. I don't wait for opportunities—I create them.

I am at my best when I have the freedom to act, lead, and execute my vision without unnecessary restrictions. I take bold risks and move quickly because I believe progress happens when we step outside our comfort zones. However, I sometimes struggle with patience and consistency, as I am always thinking about the next big challenge rather than focusing on small, incremental steps.

## What Drives Me



I am deeply motivated by:

- **Innovation and originality** – I get excited when I can break the mold and do things differently.
- **Big-picture thinking** – I love mapping out grand strategies and seeing how everything connects.
- **Autonomy and independence** – I perform best when I can make my own decisions.
- **The thrill of making an impact** – Seeing my ideas take shape and influence people energizes me.
- **Recognition of my vision and leadership** – I value being acknowledged for my ability to inspire change.



Coaching Question:

## #WhoIAm

### How I Solve Problems



When a challenge arises, I don't waste time getting stuck in the details—I act. My first instinct is to take control of the situation and figure out a path forward. My approach includes:

- **Leading with strategy** – I zoom out to see the bigger picture before making decisions.
- **Embracing bold moves** – I'm not afraid to take risks if they align with my long-term goals.
- **Encouraging creativity** – I value fresh ideas and thinking beyond conventional solutions.
- **Moving fast** – I believe that progress is better than perfection; action beats overanalysis.

While I prefer speed and innovation, I recognize that balancing my strategic mindset with patience and execution is key to long-term success.

### How I Respond to Stress and Tension



When things become tense, my instinct is to stay focused on results rather than emotions. I can be direct and assertive, sometimes to the point of intimidating others. Under pressure, I tend to:

- Become frustrated with delays, bureaucracy, or indecision.
- Push forward aggressively, expecting others to keep up.
- Tune out excessive discussion in favor of action.
- Struggle with micromanagement or restrictive guidelines.

In these moments, I benefit from reminders to slow down, involve others, and refine my execution process without compromising momentum.



Coaching Question:

LET'S DO IT DIFFERENTLY LET'S DO IT DIFFERENTLY LET'S DO IT DIFFERENTLY

## #WhoIAm

### How I Work Best With Others



I work well with people who:

- **Are proactive and driven** – I appreciate those who take initiative instead of waiting for instructions.
- **Think strategically** – I respect those who can match my vision and long-term thinking.
- **Adapt quickly** – I work best with flexible, agile thinkers who embrace change.
- **Respect my autonomy** – I don't like being micromanaged or bogged down by excessive oversight.

The best way to connect with me is to show enthusiasm for new ideas, offer strategic insights, and keep discussions forward-focused.

### Where I Struggle



Like everyone, I have areas where I need growth. My biggest challenges include:

- **Following through on details** – I prefer high-level strategy and sometimes lose interest in execution.
- **Balancing speed with patience** – I want fast results, but some processes require time and consistency.
- **Listening more actively** – I tend to focus on what's next rather than fully engaging in the present.
- **Letting others take the lead** – I naturally step into leadership roles, even when collaboration is needed.

Being aware of these tendencies helps me make adjustments to enhance my effectiveness and leadership impact.

### How I Can Grow and Improve



To reach my full potential, I am working on:

- **Practicing patience** – Learning to slow down and value the process, not just the outcome.
- **Building consistency** – Finding ways to stay engaged with long-term execution, not just the initial idea.
- **Strengthening collaboration** – Allowing others to contribute without always taking control.
- **Refining my communication** – Ensuring my directness doesn't come across as dismissive.

By focusing on these areas, I can enhance my leadership while maintaining my visionary mindset.



Coaching Question:

#Let'sGetToKnowTheEagle



# Working Effectively With the Eagle



## You Will Notice

Tend to stand out, quick decisions, creativity, strategic vision, dynamism, decision-making.



## When Trying to Connect

- Show them how the idea or project can create impact and drive progress.
- Show what's different about that.
- Talk about the big picture and long-term plans.



## When Problems Need to Be Solved

- Allow them to take the lead in defining strategies.
- Provide support while ensuring quick and effective decision-making.
- Be proactive and creative in presenting solutions.



## When Things Get Tense

- Offer clear options and let them choose.
- Don't be intimidated, and maintain professionalism.
- Help them zoom out and see things from a large perspective.



## Motivated By

Doing things differently, innovating, provoking radical changes, and driving progress.



## Limitations

Difficulty maintaining consistency, stubbornness, and lack of focus in the present moment.



## Fears

Being stuck in routines, bureaucracies, or comfort zones that limit progress.



Coaching Question:

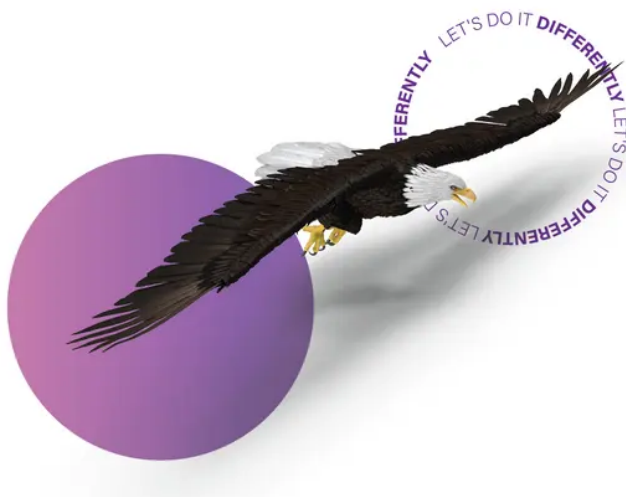
## #Let'sGetToKnowTheEagle


Managing the Eagle profile requires a results-oriented approach, autonomy, recognition of strategic vision, and a focus on high performance. The Eagle is a profile with a strong future vision, dynamism, quick decision-making, and a tendency to work autonomously and with clarity.

### Motivating the Eagle

- **Emphasize impact and vision:** When motivating an Eagle, focus on the long-term impact and the strategic importance of the work. Say something like: "The project you're leading has the potential to transform how our company positions itself in the market. Your strategic vision is what will guide us to success."
- **Stimulating challenges:** Give them challenges big enough to excite them, but not so overwhelming that they seem unachievable. They need to feel they can accomplish something meaningful. For example, "I'm counting on you to lead this initiative because I know you have the vision to achieve our most ambitious goals."
- **Autonomy to act and create:** Offer the freedom to make decisions and create new things. The Eagle values space to act and lead without heavy supervision. "Feel free to make the decisions you think are necessary to make this happen."
- **Provide space for creativity:** The Eagle has a constant need for novelty, so environments where they have autonomy to perform creative tasks will stimulate them.

The Eagle is naturally motivated by the pursuit of results, challenges, and the ability to lead or influence positively. Their motivation comes from the freedom to pursue big goals, create new things, and the sense of making a difference with a broad vision.



  
Coaching Question:

## #Let'sGetToKnowTheEagle

### Praising the Eagle

- **Praise focus on results:** "I admire how you kept the team focused on the goals, even when faced with challenges. Your direction helped the team stay on track." Praise focused on their strategic abilities and leadership will be more appreciated than generic or overly emotional compliments.
- **Recognition for achieved results:** "Your ability to see the future and guide the team toward the right goals was key to the success of this project. The impact is already being noticed, and it reflects your leadership."
- **Value leadership capability:** "You are a natural leader. Your ability to organize and coordinate teams to achieve goals was exceptional. Your vision makes all the difference."

**Eagles appreciate recognition, but praise should be direct, focused on results, and their strategic capacity, as they do not appreciate empty or excessive flattery. When praising an Eagle, highlight their vision, leadership, and strategic contribution.**

### Advising the Eagle

- **Be direct and logical:** When offering advice, be objective and strategic. Rather than being generic, be clear about how your advice will contribute to the long-term vision. For example: "While your plan was excellent, it might be good to consider a more detailed market analysis at this point, as it could give us an even greater competitive advantage."
- **Offer strategic alternatives:** Instead of merely suggesting one course of action, provide alternatives and allow the Eagle to choose the best solution. "One approach could be expanding the research to include more data from sector X. Another possibility would be focusing more on product innovation. Both options could have a major impact on the success of the project."
- **Respect their independence:** The Eagle prefers you to provide the necessary information and then let them make the decisions. Avoid being overly controlling or trying to impose your viewpoint. "You have the vision to handle this, but perhaps a tweak in the marketing strategy could further strengthen our position."

**The Eagle tends to have a very clear and decisive approach to problems, so when advising them, you need to be direct and offer strategic recommendations that complement their vision, not interfere with it. The Eagle is more receptive to advice that provides clarity or enhances their strategy.**



Coaching Question:

## #Let'sGetToKnowTheEagle

### Correcting the Eagle



- **Focus on impact and results, not the process:** When correcting, do so constructively, without making the Eagle feel personally attacked. For example: “Although your approach was effective in many ways, there were some areas that could be improved, especially in terms of communication with the team. A tweak here could help us achieve the goal more efficiently.”
- **Be clear and objective:** Avoid beating around the bush. Present the facts objectively and explain how the correction will help achieve the goals more effectively. “The marketing strategy you suggested was good, but it didn’t take into account recent data on consumer preferences, which impacted the results. Given that, we need to adjust the approach.”
- **Show support for continuous improvement:** Eagles value the pursuit of excellence, so approach corrections as growth opportunities. “You have the ability to lead amazing projects, but adjustments like this could make an even bigger difference in reaching our goals.”
- **Use a proactive approach:** Offer practical suggestions that facilitate quick decisions.

**When it’s necessary to correct an Eagle, keep in mind that they tend to be very confident and may react negatively to criticism that feels personal or questions their authority. Corrections should be made respectfully and with a focus on improving results, not on the process or personal shortcomings.**

### Delegating to the Eagle



When delegating to an Eagle, the focus should always be on the final outcome, allowing them the freedom to chart the course to achieve the objectives. They need a sense of responsibility and the freedom to make quick and effective decisions. Avoid micromanaging.

- **Clearly define the goal and deadline, but give freedom in execution:** When delegating, be very clear about what needs to be achieved, but allow the Eagle to decide how to get there. Provide a clear overview of the project, emphasizing how their leadership can drive progress. Example: “I need you to lead the launch of this product in the next quarter. The main goal is to maximize market acceptance. You have the freedom to decide on strategies.”
- **Trust and autonomy:** Reinforce that you trust the Eagle’s ability to lead and execute. “I’m trusting you to make the best decisions here. I know you’ll find the most effective approach to achieve what we need.”
- **Give space for quick decisions and long-term strategies:** The Eagle is motivated when they can act strategically without being bogged down by minutiae or excessive controls. “I’m available if you need support, but I trust you’ll guide the team in the best possible way.”

**Managing the Eagle profile involves respecting their need for autonomy, emphasizing their results-driven focus, and always encouraging them to think strategically. When motivating, praising, advising, correcting, or delegating, the approach must be clear, objective, and respectful, allowing the Eagle to operate independently but with strategic alignment. They excel when they have the freedom to lead, create new things, and make quick decisions, but always with the final goal in mind.**

## #Let'sGetToKnowTheEagle

### Adapting Your Leadership When They Are

#### Wolf:

- Minimize uncertainties by explaining risks and actions in detail.
- Reduce resistance to change by demonstrating confidence in planning.
- Focus on practical solutions that prioritize speed without compromising quality.
- Be more flexible when dealing with new approaches.
- Balance the pursuit of stability with the need for innovation.
- Face new challenges without fear of losing control.

#### Shark:

- Work better in a team and recognize the value of others' contributions.
- Listen to others' ideas before deciding, and show how collaboration can accelerate results.
- Be less impatient with processes.
- Understand that accepting others' contributions and trusting the team can share responsibilities without compromising results.
- Make fewer demands and more assertive requests.

#### Dolphin:

- Find a balance between prioritizing others' needs and valuing their own ideas and contributions.
- Address conflicts without avoidance or delay, using nonviolent communication and focusing on collaborative solutions.
- View criticism as opportunities for learning and growth, rather than as threats to harmony or acceptance.
- Work on self-esteem and self-confidence, demonstrating that disagreeing or setting boundaries does not affect their relationships.

#### Eagle:

- Be more consistent over time.
- Organize their ideas to focus on the present, avoiding distractions.
- Develop patience when dealing with bureaucratic processes and routines.
- Recognize that small steps can lead to significant progress.
- Demonstrate how their vision can be applied in a practical way.
- Allow others to collaborate in building ideas.
- Focus on a long-term plan, avoiding impulsiveness.



Coaching Question:

## #Let'sGetToKnowTheEagle

### How to Delegate When They Are

#### Wolf:

- **Motivating:** Provide space to create and implement plans and controls that will offer the security of the data they need.
- **Praising:** Appreciate their attention to detail and the quality of their analyses and solutions.
- **Advising:** Use facts and data to support your point, avoiding subjectivity.
- **Correcting:** Objectively point out the difference between what was expected and what occurred, always using concrete data and examples. Show how adjustments can be made without compromising the stability or order of the processes.
- **Delegating:** Provide detailed and structured instructions with clear guidelines, parameters, and deadlines.

#### Shark:

- **Motivating:** Present clear challenges and highlight the results that can be achieved quickly.
- **Praising:** Acknowledge initiative, practicality, and focus on results.
- **Advising:** Be direct and objective, presenting facts and clear solutions.
- **Correcting:** Maintain a firm and practical tone. Show the difference between current performance and expected outcomes, emphasizing the impact on results.
- **Delegating:** Avoid unnecessary details and trust the person's ability to handle challenges independently.

#### Dolphin:

- **Motivating:** Provide a harmonious and inclusive environment.
- **Praising:** Highlight how their contributions help create a positive and friendly work atmosphere.
- **Advising:** Be kind and understanding, prioritizing the person's emotions and needs.
- **Correcting:** Emphasize the importance of solving the problem without compromising relationships.
- **Delegating:** Give clear instructions and emphasize how the task will contribute to the group's well-being.

#### Eagle:

- **Motivating:** Encourage innovation and emphasize how their ideas can drive impact and progress.
- **Praising:** Acknowledge their ability to see the "big picture" and create unique strategies.
- **Advising:** Connect feedback to the "big picture," showing how focusing on the present can strengthen their future vision.
- **Correcting:** Suggest adjustments that respect their need for autonomy while reinforcing consistency.
- **Delegating:** Set clear goals and deadlines but allow freedom to implement creative solutions.



Coaching Question:

## #WhenWorkingWith

### Eagle & Eagle



#### The Power of Two Visionaries

When two Eagles work together, the potential for innovation, strategy, and bold decision-making is unmatched. However, without structure, competition for leadership, conflicting visions, or impatience with execution can cause friction. The key is to align strengths while balancing authority, direction, and follow-through.

### Vision Alignment vs. Competing Agendas

- **Challenge:** Two Eagles can clash over differing big-picture visions, leading to power struggles or a lack of execution if both are focused on strategy but not on who brings it to life.
- **Solution:** Establish a clear division of leadership areas—one Eagle can focus on strategic development, while the other leads execution and adaptation. Instead of competing, they should complement each other's approach.
- **Action Step:** Hold “Vision Sync Meetings” where both Eagles align priorities, define who owns what, and agree on the main direction before execution starts.

### Fast-Paced Decision-Making vs. Execution Gaps

- **Challenge:** Eagles move fast and expect immediate action, but when working together, ideas can pile up without execution—both may jump from idea to idea without completing one.
- **Solution:** Establish execution checkpoints and define who will drive follow-through. One Eagle must own the decision, while the other ensures milestones are met. They should avoid overwhelming teams by staggering initiatives instead of launching everything at once.
- **Action Step:** Implement a “Prioritization System”, ranking initiatives by impact and feasibility, ensuring one idea gets fully executed before moving on to the next.

### Leadership Dominance vs. Collaboration

- **Challenge:** Both Eagles naturally want to lead, which can result in conflicts over authority, direction, or execution styles. Without clear role definition, this can cause friction.
- **Solution:** Instead of competing for control, define complementary leadership roles—one Eagle can drive external influence (vision, strategy, partnerships), while the other focuses on internal execution (team alignment, operations, execution support).

- **Action Step:** Set “Role Leadership Agreements”, where each Eagle clearly defines responsibilities and has decision-making power in their respective areas, avoiding unnecessary battles.



Coaching Question:



Coaching Question:

## #WhenWorkingWith / #ActionPlan

### Action Plan on How to Work With Eagle & Eagle



## #WhenWorkingWith

### Eagle & Shark

Power Duo or Power Struggle?



### Decisive Leadership & Competition

- **Solution:** Establish clear ownership of responsibilities early. The Eagle should set the strategic direction, while the Shark executes at high speed. Instead of competing, they should align by defining measurable outcomes and ensuring that the Shark's need for fast action doesn't derail the Eagle's long-term vision.
- **Action Step:** Use a high-level strategy check-in where the Eagle outlines the big picture, and the Shark breaks it down into immediate action steps.

### Risk & Bold Moves

- **Solution:** Find a middle ground between rapid execution and calculated risk. The Eagle should ensure that big ideas have a framework, while the Shark keeps things moving. Instead of rushing implementation, the Shark should pause briefly to align with the Eagle's broader perspective.
- **Action Step:** Implement quick decision checkpoints, where the Shark provides immediate execution plans, and the Eagle reviews for alignment with the bigger picture.

### Balancing Control & Influence

- **Solution:** Divide leadership based on strengths. The Eagle should focus on vision, external influence, and future goals, while the Shark drives immediate performance and execution. Instead of clashing, they should use complementary leadership to amplify results.
- **Action Step:** Define clear decision-making boundaries—the Eagle leads direction, the Shark leads execution, and both provide input on adjustments.



Coaching Question:



Coaching Question:

## #WhenWorkingWith / #ActionPlan

### Action Plan on How to Work With Eagle & Shark



## #WhenWorkingWith

### Eagle & Dolphin

Innovation with Heart



### Vision vs. People Focus

- **Solution:** The Eagle must communicate the ‘why’ behind big changes, ensuring the Dolphin sees how transformation benefits the team. The Dolphin should use their emotional intelligence to help the Eagle bring people along instead of pushing change too abruptly.
- **Action Step:** Before major shifts, have the Dolphin translate the Eagle’s vision into a message that resonates with the team, reducing resistance.

### Balancing Speed & Connection

- **Solution:** The Eagle should value the Dolphin’s ability to create buy-in before rushing into action, while the Dolphin must recognize the importance of moving forward without waiting for universal approval.
- **Action Step:** Assign the Dolphin a “People Alignment Role”, ensuring the Eagle’s ideas are well-communicated and supported before full implementation.

### Directness vs. Sensitivity

- **Solution:** The Eagle must adjust communication style, offering constructive feedback without overwhelming emotions. The Dolphin should develop resilience to handle direct feedback without taking it personally.
- **Action Step:** Implement a “Feedback Framing Method”, where the Eagle ensures feedback includes encouragement, and the Dolphin responds with clarity, not emotion.



Coaching Question:



Coaching Question:

## #WhenWorkingWith / #ActionPlan

### Action Plan on How to Work With Eagle & Dolphin



## #WhenWorkingWith

### Eagle & Wolf

#### Vision Meets Structure



### Big Picture vs. Details

- **Solution:** Bridge the vision-detail gap by aligning priorities. The Eagle must respect the Wolf's need for structure and offer concrete goals, while the Wolf should trust the Eagle's vision and avoid overanalyzing before acting.
- **Action Step:** Create structured vision-to-detail meetings, where the Eagle shares broad goals, and the Wolf translates them into step-by-step execution plans.

### Risk vs. Stability

- **Solution:** Balance risk-taking with security by allowing the Wolf to stress-test ideas before execution. The Eagle should acknowledge that not all risks are worth taking, while the Wolf should avoid excessive hesitation in the face of necessary change.
- **Action Step:** Implement a "Risk Assessment Filter", where the Eagle proposes high-impact ideas, and the Wolf identifies the most viable ones before execution.

### Pacing & Decision-Making

- **Solution:** Establish a compromise between speed and thoroughness. The Eagle can agree to pause for key decision checkpoints, while the Wolf should agree to keep momentum moving once a structured plan is in place.
- **Action Step:** Use a "Fast-Track vs. Full-Review" system, where some decisions require quick action, and others follow structured validation by the Wolf.



Coaching Question:



Coaching Question:

## **#WhenWorkingWith / #ActionPlan**

### **Action Plan on How to Work With Eagle & Wolf**



# #OnePager

## Working Effectively With the Shark:

#Let'sDoltFast



**You will notice:** Quick results, action, initiative, practicality, competitive spirit.



**Motivated by:** Action and results, freedom to make decisions, and challenges.



**Limitations:** Individualism (difficulty working in groups), lack of empathy, impatience.



**Fears:** Losing control and being seen as inefficient or incapable of achieving quick results.

### When Trying to Connect:



- Go straight to the point and avoid details.
- Show initiative, demonstrate that you also act quickly to achieve results.
- Respect their self-sufficiency to make decisions and handle challenges.

### When Problems Need to Be Solved:



- Present quick and objective solutions, avoid overcomplicating and show what can be done immediately.
- Focus on impact and results, explain how solving the problem will help achieve larger goals.
- Avoid bureaucracy, simplify processes to make execution easier.

### When Things Get Tense:



- Be firm and confident, show assurance and don't back down in the face of tension.
- Reinforce the ultimate goal, remind them to focus on results to diffuse negative emotion
- Avoid long discussions, prioritize practical actions instead of prolonging the conflict.

## Working Effectively With the Wolf:

#Let'sDoltRight

### When Trying to Connect:



- Demonstrate organization and clarity, structure your ideas methodically and present plans with clear steps.
- Respect rules and processes, show that you value norms and methods, ensuring stability in what is proposed.
- Allow space for planning, request suggestions for improvements or analyses, valuing their ability to anticipate scenarios.

### When Problems Need to Be Solved:



- Use systems and methods, present solutions based on clear procedures, avoiding improvisation.
- Be punctual and responsible, show that you meet deadlines and are committed to quality solutions.
- Minimize uncertainties, explain risks in a structured way and demonstrate how they will be managed.



**You will notice:** Consistency, compliance, loyalty, organization, punctuality, and respect for rules.



**Motivated by:** Order, control, and security.



**Limitations:** Take their time on decision-making, struggle adapting to change, and hesitation to risks.



**Fears:** Taking risks and failing, being wrong, losing control of the situation and information.

### When Things Get Tense:



- Focus on logic, not emotion, use facts and data to argue, avoiding subjectivity.
- Reinforce security and stability, show how your approach maintains or restores control of the situation.
- Avoid last minute changes, if adjustments are necessary, explain the reason and how they will be implemented gradually.

## Working Effectively With the Eagle:

#Let'sDoltDifferently



**You will notice:** Tend to stand out, quick decisions, creativity, strategic vision, dynamism, decision-making.



**Motivated by:** Doing things differently, innovating, provoking radical changes, and driving progress.



**Limitations:** Difficulty maintaining consistency, stubbornness, and lack of focus in the present moment.



**Fears:** Being stuck in routines, bureaucracies, or comfort zones that limit progress.

### When Problems Need to Be Solved:



- Allow them to take the lead in defining strategies.
- Provide support while ensuring quick and effective decision-making.
- Be proactive and creative in presenting solutions.

### When Things Get Tense:



- Offer clear options and let them choose.
- Don't be intimidated, and maintain professionalism.
- Show them you can zoom out and see things from a large perspective.

## Working Effectively With the Dolphin:

#Let'sDoltTogether

### When Problems Need to Be Solved:



- Include the team in the solution, show that everyone's solution will be considered to resolve the issue.
- Avoid an overly critical tone, focus on the solution rather than emphasizing personal shortcomings that might affect the group.
- Present collaborative solutions, highlight the positive impact the resolution will have on relationships and the environment.

### When Trying to Connect:



- Value harmony in relationships, show genuine interest in connecting in a respectful and inclusive way.
- Celebrate group achievements, acknowledge collective efforts and create moments of celebration and unity.
- Be approachable and understanding, encourage open conversations and show empathy.

### When Things Get Tense:



**You will notice:** Sensitivity, and empathy in relationships, as well as open and open communication.



**Motivated by:** Harmonious relationships and friendly work environments, feeling part of a united team.



**Limitations:** A tendency to post poned conflict resolution, prioritizing others' happiness over results, and difficulty dealing with criticism.



**Fears:** Not being accepted, "not being liked", breaking harmonious relationships, and creating interpersonal conflicts.





Coaching Question:

**#OnePager / #ActionPlan**





**#FinalThoughts**

# The Power of Vision

I am someone who sees possibilities where others see obstacles. My ability to anticipate trends, generate bold ideas, and lead with confidence makes me a force for change. While I thrive on autonomy and innovation, I recognize the value of structure, patience, and collaboration in bringing my ideas to life.

By refining my focus and balancing my strengths, I can continue making a lasting impact while ensuring that my leadership remains both inspiring and effective. Let's do it differently!



Coaching Question:



Scan this QR Code  
to get in touch with  
me.

## Strategic Thinking Framework™

Developed by Dan Willms Training & Executive Coaching. © 2026 All rights reserved.

This assessment is inspired by the pioneering research of Ned Herrmann on brain dominance and thinking preferences, adapted with my own interpretation and methodology.