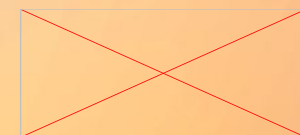


Your personal leadership pitstop





Hella

What's on our schedule?

10:30 Introduction

Linda van de Vooren
Start of Masterplan creation
An activity

Presentation about communication

Update Masterplan

Quality Consultant
Presentation about responsibility

Leadership Coach
Break 12:30 – 13:30

Trainer

Update Masterplan

Intervision

Amersfoort, Netherlands
Presentation about PISA

Finalisation Masterplan

Round up and questions

End of session 15:30

All material shown and
used can be found here



<https://lindavandevooren.nl/ntd-2026/>

- Be respectful towards each other
- This is a confidential space, don't share outside of it
- Devote your full attention to the person that speaks, actively listen
- Feel free to ask follow-up questions if needed
- Share your appreciation
- Allow each person to take their time to complete their thoughts, be patient
- Silence is okay, it can create space
- Remember the humanity of others
 - Expressing one's emotions is not about attacking or invalidating others, including you
 - Mistakes will be made
- Believe in our common best intentions
- If you feel unsafe in any way and want to talk about it? You talk to me or you can contact me via email (linda.van.de.vooren@bartosz.nl)

Masterplan



<https://lindavandevooren.nl/masterplan-template>

Let's get to know each other a little bit

Communication

What is communication?

What is respect?

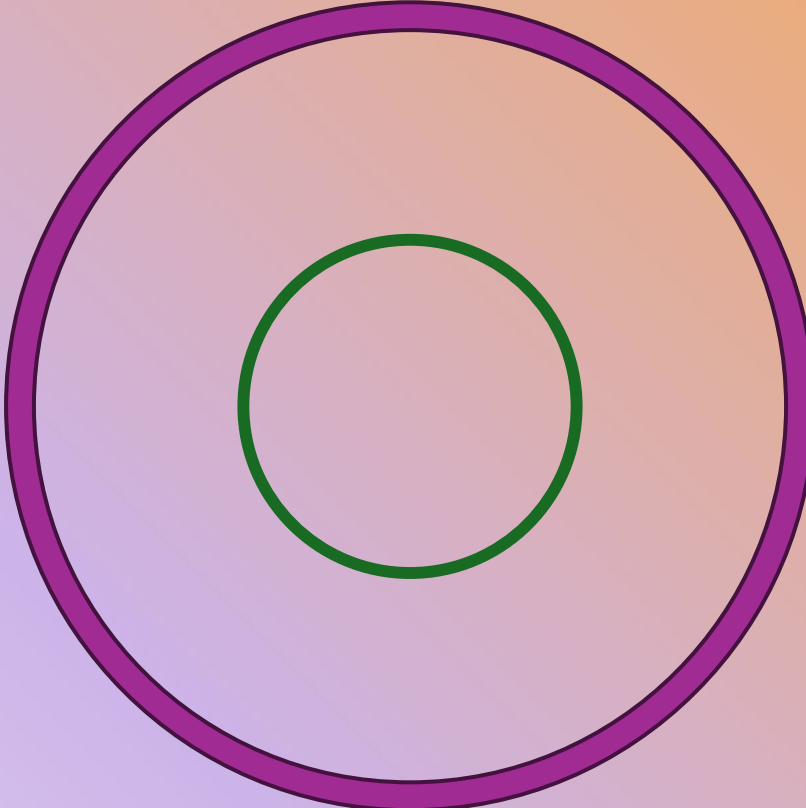
How do you treat someone with respect?

What is feedback?

How do you give feedback?

How do you deal with 'waardeoordelen'-
judgement of your values?

Circle of Covey



Interpersonal Circumplex (Leary model)

Above

Dominance



Opposed

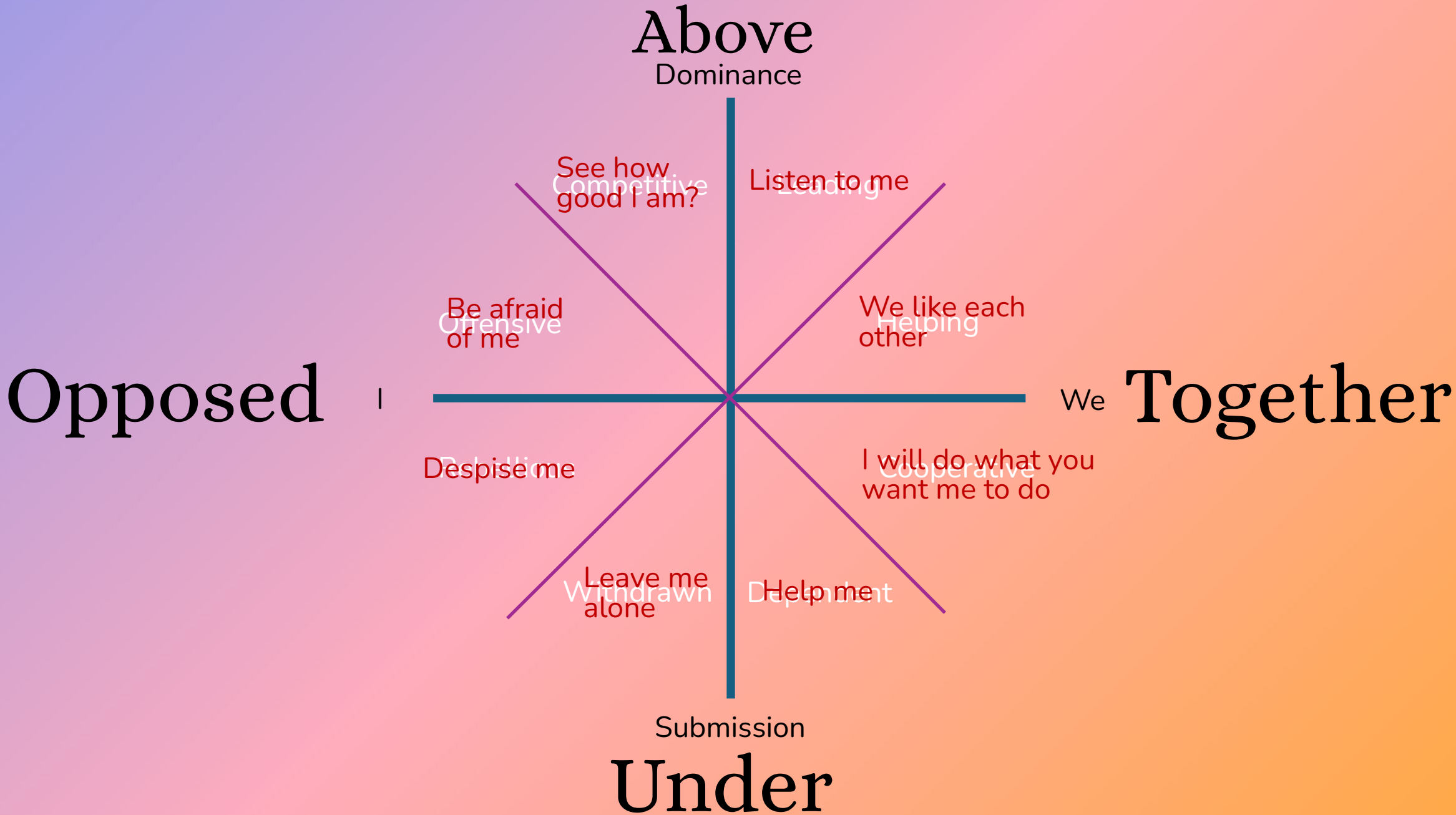


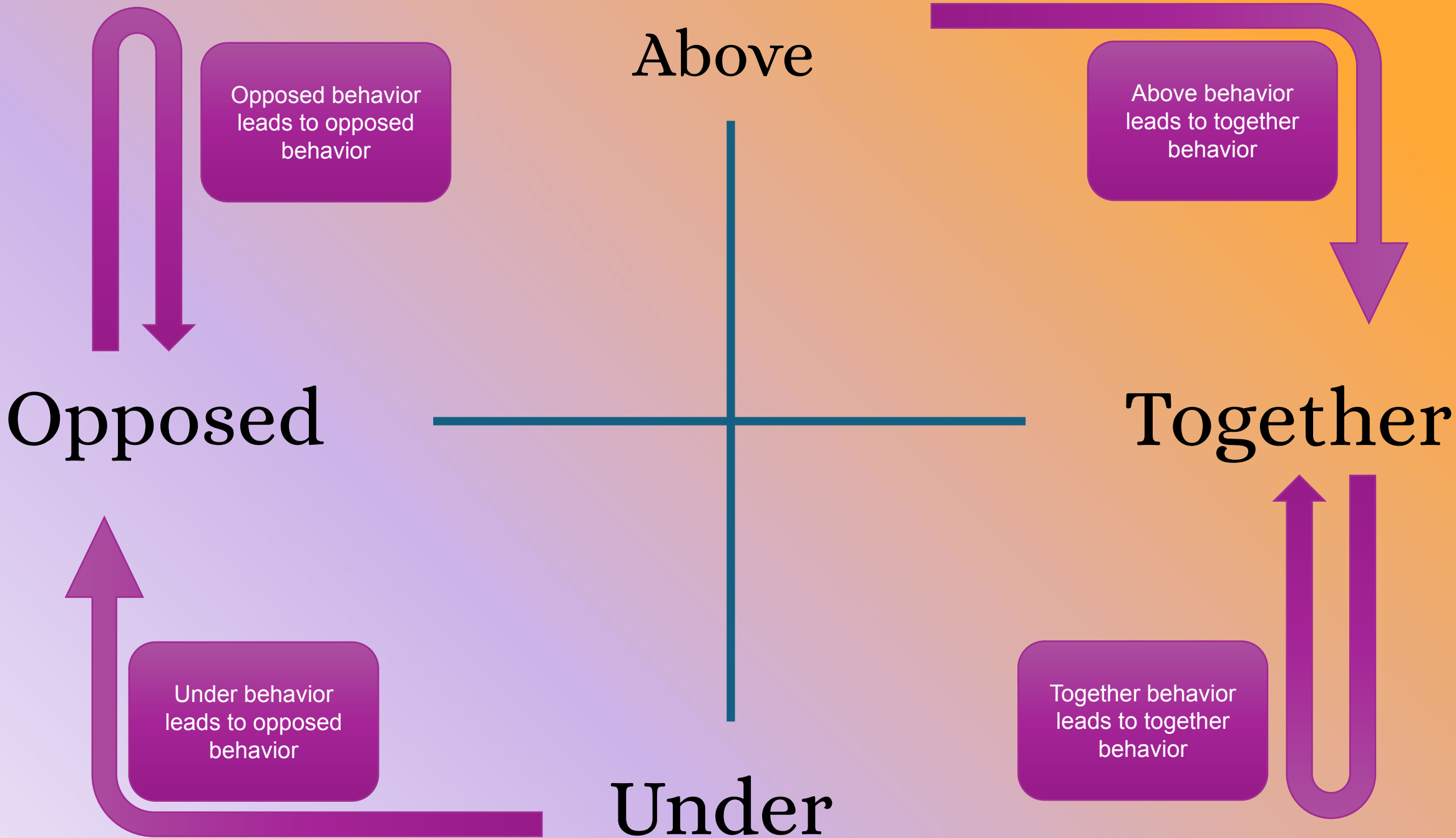
We

Together

Submission

Under





Competence

Competent

Conscious

Incompetent

Conscious

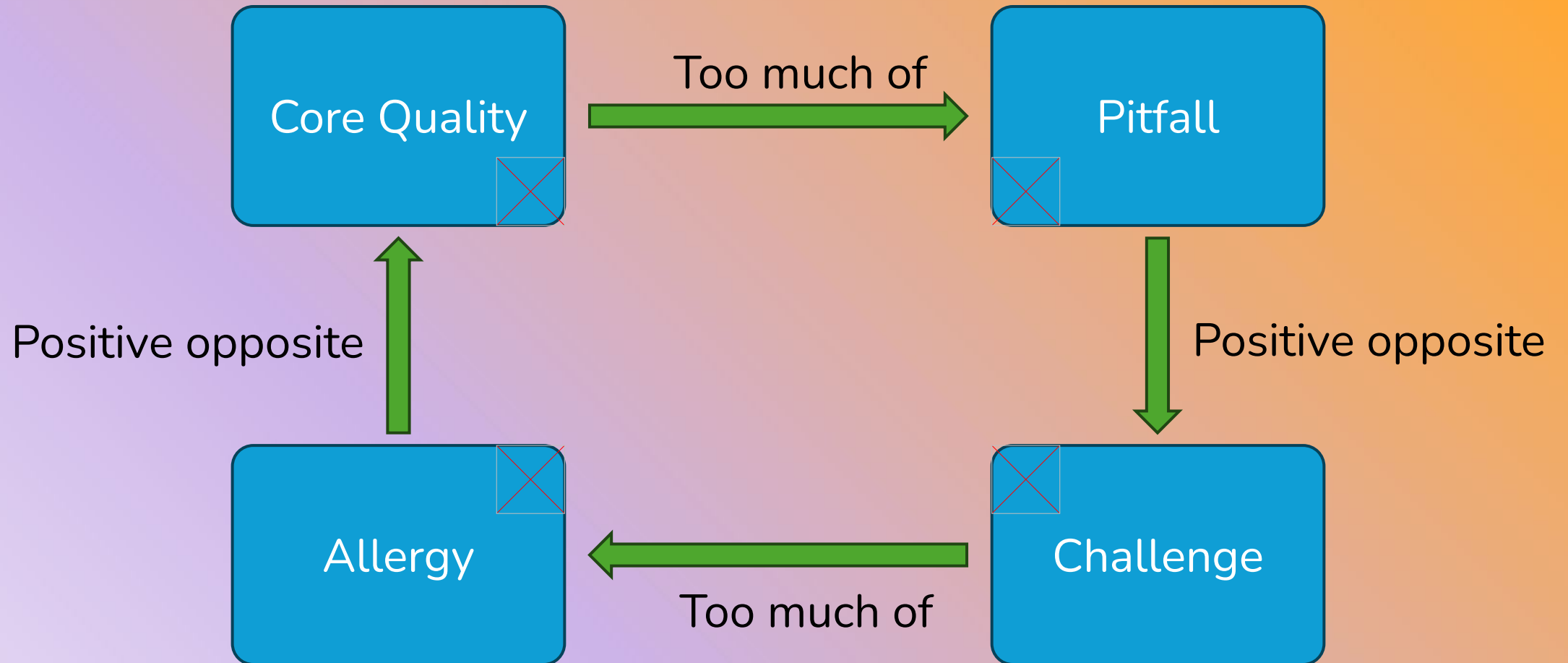
Competent

Unconscious

Incompetent

Unconscious

Core Quality



Win-Lose



Responsibility & Trust

What is responsibility?

How do you experience it?

When do you have it?

How do you know you have it?

Who do you think is a responsible person?

Do people see you as a responsible person?

Do you know someone who thinks they are responsible, but aren't?

Responsibility
(response – ability) =

The ability to choose our responses

Misapprehension

| Misapprehension | |
|-----------------|--|
| | |
| | |
| | |
| | |
| | |

| Misapprehension | |
|------------------------|--|
| Control | |
| Task | |
| Duty | |
| Have to / Must | |
| Owe | |

| Misapprehension | How can you detect it? |
|------------------------|-------------------------------|
| Control | |
| Task | |
| Duty | |
| Have to / Must | |
| Owe | |

| Misapprehension | How can you detect it? |
|-----------------|--|
| Control | 'If you want it done right...' |
| Task | Giving someone tasks 'It is my task to..' |
| Duty | 'I have to because..' |
| Have to / Must | Passivity, expectation, reactive 'It's my job, so...' |
| Owe | Shame |

- Angst
- Being right
- Surviving
- Past
- Control
- Reaction
- Resistance
- Loss/loss
- You 'the other person'

- Love
- Happiness
- Live
- Future
- Creation
- Action
- Surrender
- Win/win
- I 'together'

- I am rejected
- I don't belong
- I am not good enough / I am not worth it
- I fail

So, what is responsibility, really?

You always deliver input

Utilize your influence in a win-win way

Look at / adjust your input

Intention + Action = Result

You don't have to understand how you are responsible, to be responsible

By acknowledging how you are responsible you can create results, freedom and power in your life

To experience responsibility you need to have had a/the choice to

Obligation can be given, responsibility is chosen

You always deliver input

Utilize your influence in a win-win way

The way you communicate reveals your feeling of responsibility

| Victim | Responsible |
|-----------------|--------------------|
| I have to do it | I want to do it |
| I can't do it | I can do it |
| I fail | I will try |

Responsibility is not your duty, and
your duty is not your responsibility

The two are often confused with each
other

You don't owe responsibility

Owing up to things means: You acknowledge your input in a moral judgement or situation. If owing is why you 'accept' responsibility, then you don't actually have responsibility

You can't make someone responsible,
you can teach it

You alone are responsible for your
input. You can point out the input of
others to them, but they then choose
to be responsible (or not..)



Intervision

DISC



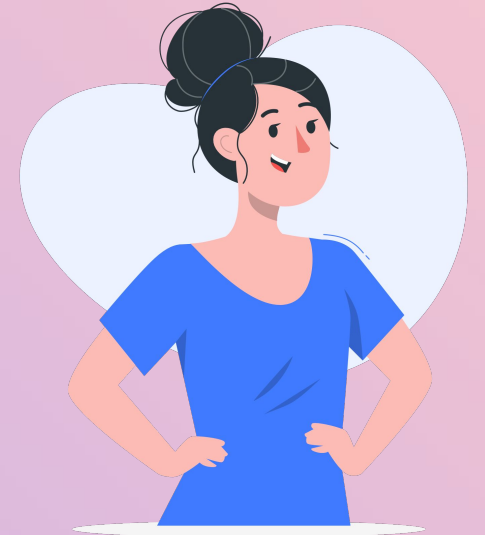
Dominance



Steadiness



Influence



Conscientiousness

What is it not?



The Winner



The Enthusiast

The Analyst



The Peacekeeper

Primary reactive





Secondary reactive

Extravert



Introvert

Primary reactive



Task oriented

People oriented



Secondary reactive

Assessment



Profile types



Positives

Direct

Outgoing



Analytical



Even-tempered

Positives

Direct
Results-oriented

Outgoing
Enthusiastic



Analytical
Reserved



Even-tempered
Accommodating

Positives

Direct
Results-oriented
Firm



Outgoing
Enthusiastic
Optimistic

Analytical
Reserved
Precise



Even-tempered
Accommodating
Patient

Positives

Direct
Results-oriented
Firm
Strong-willed



Outgoing
Enthusiastic
Optimistic
High-spirited

Analytical
Reserved
Precise
Private



Even-tempered
Accommodating
Patient
Humble

Positives

Direct
Results-oriented
Firm
Strong-willed
Forceful



Outgoing
Enthusiastic
Optimistic
High-spirited
Lively

Analytical
Reserved
Precise
Private
Systematic

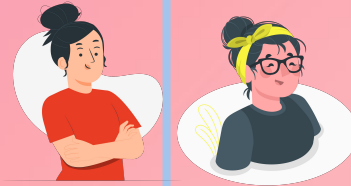


Even-tempered
Accommodating
Patient
Humble
Tactful

Positives

Makes decisions quickly
Isn't afraid of risks or conflicts
Likes a competitive atmosphere
Sets their own rules

Establishes connections quickly
Finds it easy to express feelings
Forms connections between people
Enjoys the spotlight



Completes tasks accurately
Plans things carefully
Expects a lot of themselves
Has an analytical mindset

Likes familiar processes
Listens carefully and shows understanding
Wants to be supportive
Wants to maintain peace



Negatives

Aggressive

Impulsive



Critical

Slow

Negatives

Aggressive
Demanding

Impulsive
Glib



Critical
Fussy

Slow
Stubborn



Negatives

Aggressive
Demanding
Confrontational

Impulsive
Glib
Superficial



Critical
Fussy
Perfectionistic

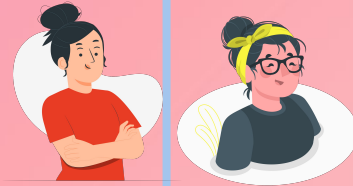
Slow
Stubborn
Passive



Fears

Being seen as vulnerable
Being taken advantage of

Loss of influence
Disapproval
Being ignored
Rejection



Criticism and being
wrong
Strong displays of
emotion

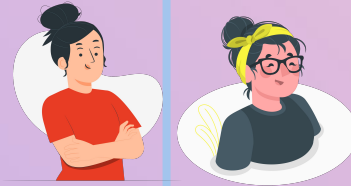
Change
Loss of stability
Offending others
Letting people down



In conflict

Speaks up about problems
Looks to even the score

Expresses feelings
Gossips



Focuses on logic and
objectivity
Overpowers with facts

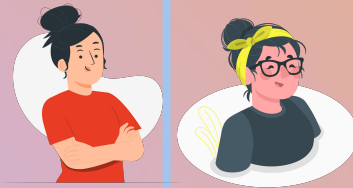
Listens to others' perspectives
Keeps their own needs to
themselves



Overuses

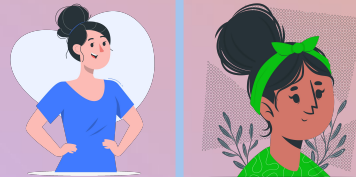
The need to win
Resulting in win/lose situations

Optimism
Praise



Analysis
Restraint

Modesty
Passive resistance
Compromise



Values

Competency
Action
Concrete results
Personal freedom
Challenges



Coaching and
counselling
Freedom of
expression
Democratic
relationships



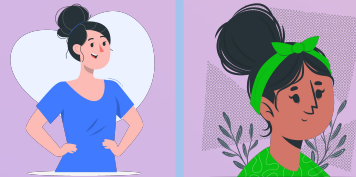
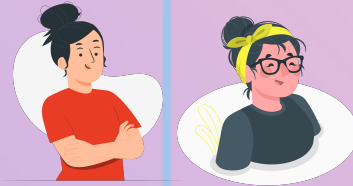
Quality
Accuracy

Loyalty
Helping others
Security

Influences others by

Assertiveness
Insistence
Competition

Charm
Optimism
Energy



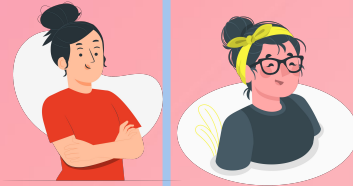
Logic
Exacting standards

Accommodation
Consistent performance

Could improve effectiveness through

Patience
Empathy

Being more objective
Following through on tasks



Acknowledgement of others'
feelings
Looking beyond data

Displaying more self-confidence
Revealing their true feelings

Biggest challenge

Show patience
Display sensitivity
Explain the details
Allow for deliberation



Get organized
Research (all) facts
Resist impulses
Speak directly and calmly
Stay focussed for long periods
Follow through (completely)

Resist being overly critical
Overanalysing
Isolating themselves
Let go of and delegate tasks
Compromise for the good of the team
Join in social events and celebrations
Make quick decisions



Quickly adapt to change
Unclear expectations
Multitask
Promote themselves
Confront others
Overcome indecisiveness
Resist over-accommodation

Classical roles

Creator/Developer
Result-oriented
Inspirational
Creative



Promoter
Persuader
Conselor
Appraiser



Objective thinker
Perfectionist
Practitioner

Specialist
Achiever
Agent
Investigator

Usually has these goals

Strive for unique accomplishments
Explore new opportunities
Maintain control
Achieve independence
Get bottom-line results



Attain victory with flair
Pursue friendships and happiness
Achieve status through authority and
prestige
Seek approval and be popular
Generate excitement

Stick to objective processes
Be accurate and correct
Demonstrate stability and reliability
Attain knowledge and expertise
Continue personal growth

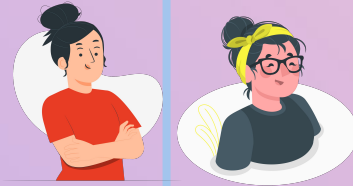


Cultivate harmony and stability
Strive for team accomplishments
Find group acceptance
Achieve power through formal roles
and positions of authority
Maintain status quo and control of the
environment

Leadership style

Commanding
Resolute
Pioneering

Energizing
Pioneering
Affirming



Deliberate
Humble
Resolute

Inclusive
Humble
Affirming



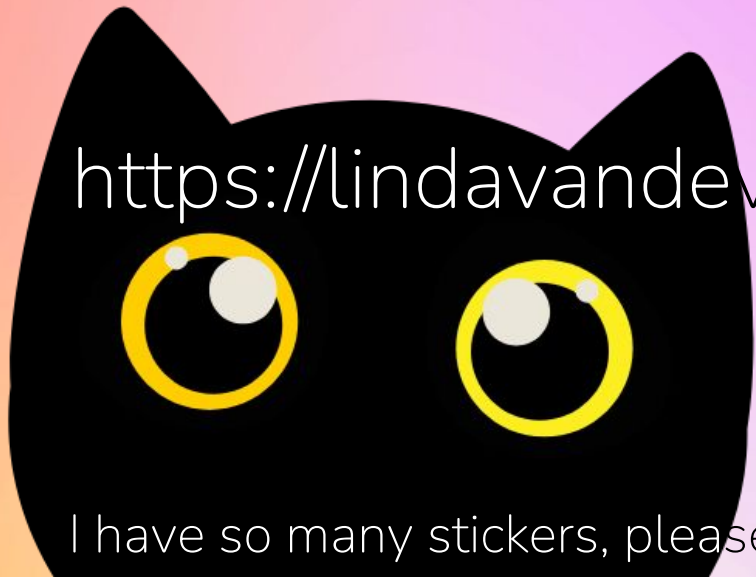
Intervision

Thank you

Suur aitäh!



<https://lindavandervooren.nl/ntd-2026/>



bartosz



I have so many stickers, please come find me if you want some

Materials used

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- Slide 6, 22, 43, 75: sincerely-media-onLVa0nATFA-unsplash.jpg
- Slide 21: giorgio-trovato- _XTY6lD8jgM-unsplash.jpg & igor-omilaev-njA73IRbg3k-unsplash.jpg
- Slide 42: ayesha-firdaus-c3esWyvW3E4-unsplash.jpg
- All DISC slide images: AI

• Slide 74:

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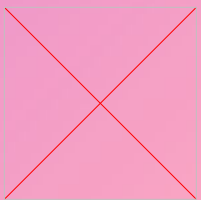
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Linda van de Vooren

The slides and more will be
shared at the end of the talk



Hella

Title

Title

Title

Title

Ready to experience it?

