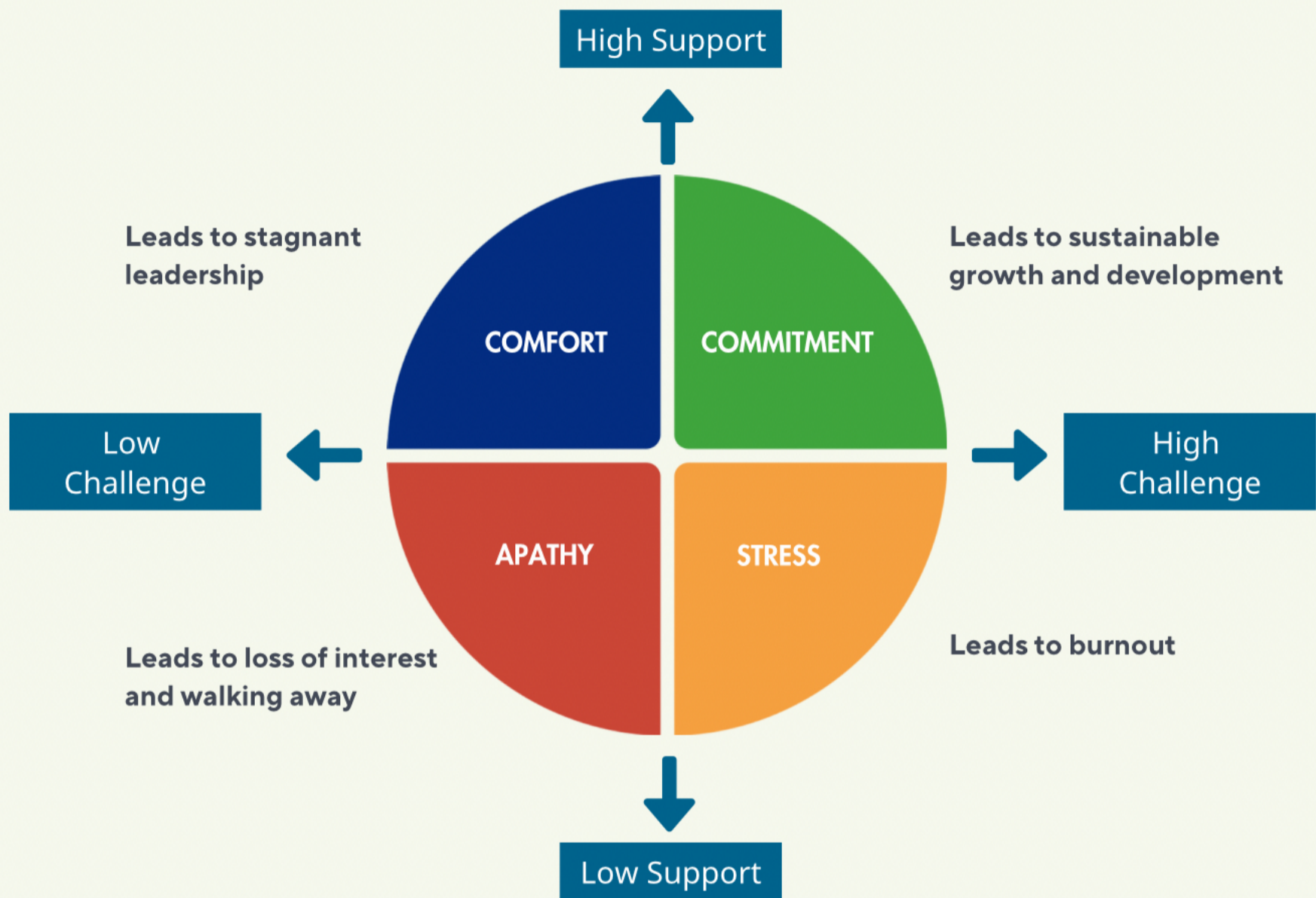


# Leadership Transitions: Providing Challenge & Support

For Next Gens as They Step into Leadership Roles



**01** **Comfort**  
Moderate achievement and development. When benchmarks and expectations are too low. Coasting but not growing.

**02** **Commitment**  
Consistent high achievement and development. When challenge and support are in equilibrium. Allows for success and confidence to build.

**03** **Apathy**  
Low achievement and development. Unclear messages around job description, responsibilities, expectations, goals or benchmarks.

**04** **Stress**  
Inconsistent to high achievement with random mentoring and development. Motivation tied to fear of failure, breakdown likely.