



Build Your Bench:  
**Coach to Candor,**  
**Grit & Resilience**



Many traits signify  
**leadership potential.**

Identifying (and cultivating)  
**3 essential traits** early on  
can be a game-changer.



# Candor

Honesty is defined as truthfulness; this is foundational to leadership.

**Candor means also being:**

- o Sincere, clear, and direct
- o Bold – willing to take risk
- o Courage to “Lead Anyway”



## Grit

Defined as courage, resolve, and strength of character combined.

### **Grit in action can look like:**


- o Determination under duress
- o Focus, fortitude & ingenuity
- o Committed to the cause!



# Resilience

Both literally and figuratively, defined as the ability to “bounce back”. **Resilience shows up in a variety of ways:**

- o Mental toughness and agility
- o Perspective, which includes levity
- o Optimism – first, last, and always!

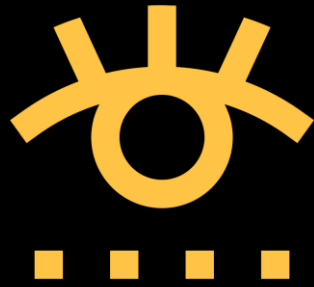


How can we look for—and  
coach to—these traits, early on?



## Cultivate

opportunities for emerging leaders to take **MICRO-RISKS** that risk “failure” and hone success – in turn build confidence in trusting gut instinct.



## Coach

in the moment, as well as confidential 1x1s, emphasizing **CANDID SELF-REFLECTION** that prompts actionable insight & momentum.



## Call Out

early acts of **COURAGE & CURIOSITY** aka “challenging the status quo” esp. when there is a lot at stake.



# Coaching to Candor

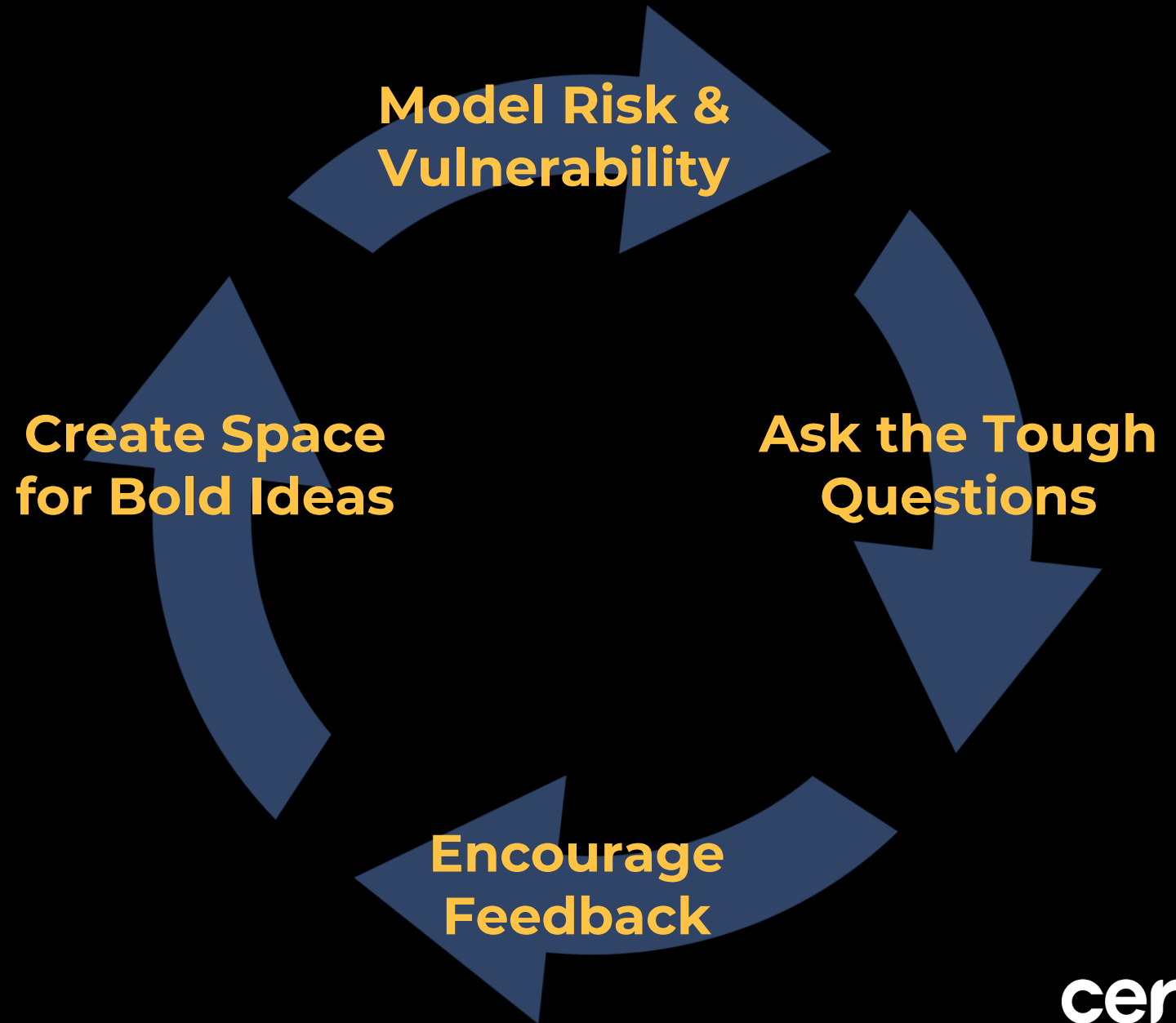
Prompting self-reflection & actionable insight





# Coaching to Candor

Prompting  
self-reflection  
& actionable  
insight





Why do these traits—and coaching to them—matter so much? Especially, today.

Great question.  
Let's discuss!

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