

3 Levels of Leadership Courage

Credit Patrick Lencioni



OMT GLOBAL
LEADERSHIP DEVELOPMENT



1. Public Courage:

This is the courage to make decisions and take stands in a public setting, often under the spotlight. Public courage is about owning your choices and being accountable for the outcomes, even in the face of criticism or failure. Leaders with public courage create trust and clarity by demonstrating conviction in their beliefs and decisions.

In Practice:

- **Share your vision boldly, even when it feels risky.**
- **Be transparent about tough decisions, explaining the “why” behind them.**
- **Model resilience by openly acknowledging mistakes and showing how to learn from them.**



2. Personal Courage:

Personal courage is about the internal battles we face—pushing through self-doubt, fear, or complacency to grow as individuals. This level of courage enables leaders to take risks, make changes, and strive for growth, even when success isn't guaranteed. It's about staying true to yourself and your values.

In Practice:

- Pursue opportunities that stretch your capabilities, even when it's uncomfortable.
- Reflect regularly on personal and professional growth to identify areas of improvement.
- Lead by example, showing vulnerability and humility in your development journey.



3. Interpersonal Courage:

Perhaps the most challenging, interpersonal courage involves navigating human relationships. It's the courage to give honest feedback, address conflict, and hold others (and yourself) accountable—all while building trust and building connection. This may be unpopular and feel uncomfortable however, interpersonal courage is critical for creating healthy team dynamics and driving collaboration.

In Practice:

- Approach tough conversations with empathy, focusing on resolution rather than avoidance.
- Give and receive constructive feedback openly and regularly. Make sure your team understand how to give feedback to set them up for success.
- Hold team members accountable with kindness and clarity, setting a standard of integrity.



Knowledge equips leaders to understand what to do, but it's courage that drives them to act. Without courage, even the best plans and insights remain unrealised.

To lead effectively, it's vital to cultivate a balance of all three types of courage—each fuels stronger decision-making, better relationships, and more authentic leadership.

**For more on Lencioni's podcast check it out here
<https://www.tablegroup.com/176-the-three-types-of-courage/>**



**What courageous steps will you take
in 2025 to lead your team more
effectively?**

**Let us know how OMT Global can help
you take some courageous steps for
leadership impact.**

info@omtglobal.com



OMT GLOBAL
LEADERSHIP DEVELOPMENT

