



COMPLEXITY GAP DIAGNOSTIC™

IDENTIFYING THE GAP
BETWEEN ROLE
COMPLEXITY AND
LEADERSHIP CAPACITY

LEADING DELIBERATELY

THE HIDDEN THREAT TO LEADERSHIP SUCCESS

WHY EVEN TOP LEADERS BURN OUT, STALL, OR FAIL

Growing a company demands leaders who can think beyond operational execution. It calls for leaders capable of navigating uncertainty, complexity, and systemic change.

Most leadership failures are not due to poor skills, weak motivation, or external market forces. They occur because the **complexity of the role has outpaced the complexity of the leader's thinking**.

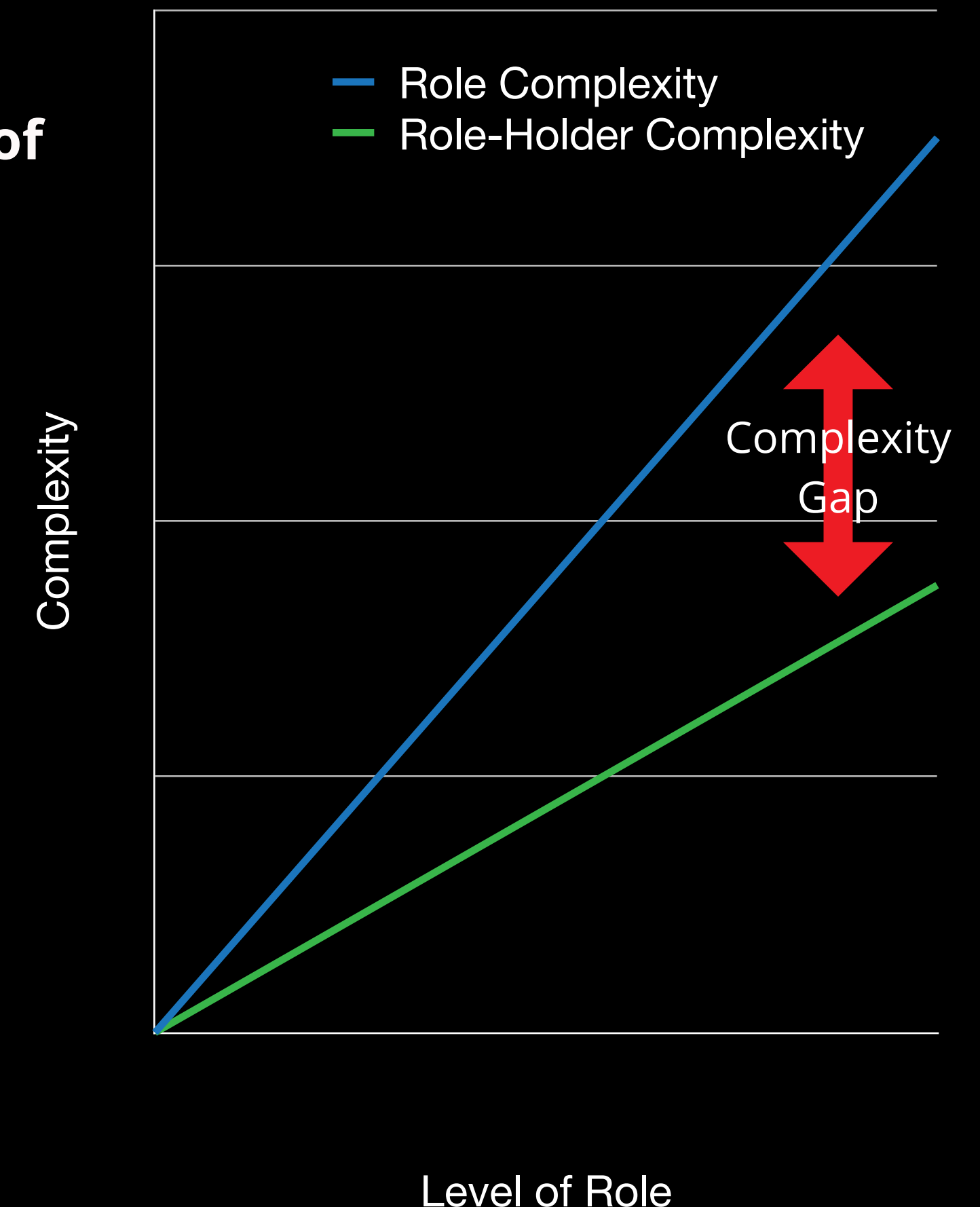
The result: Stress, strategic stalls, high attrition, and missed opportunities at the leadership level.

The Complexity Gap

- **Role Complexity** is expanding: more ambiguity, more stakeholders, faster shifts.
- **Thinking Complexity** is static: habits, assumptions, and blind spots remain.

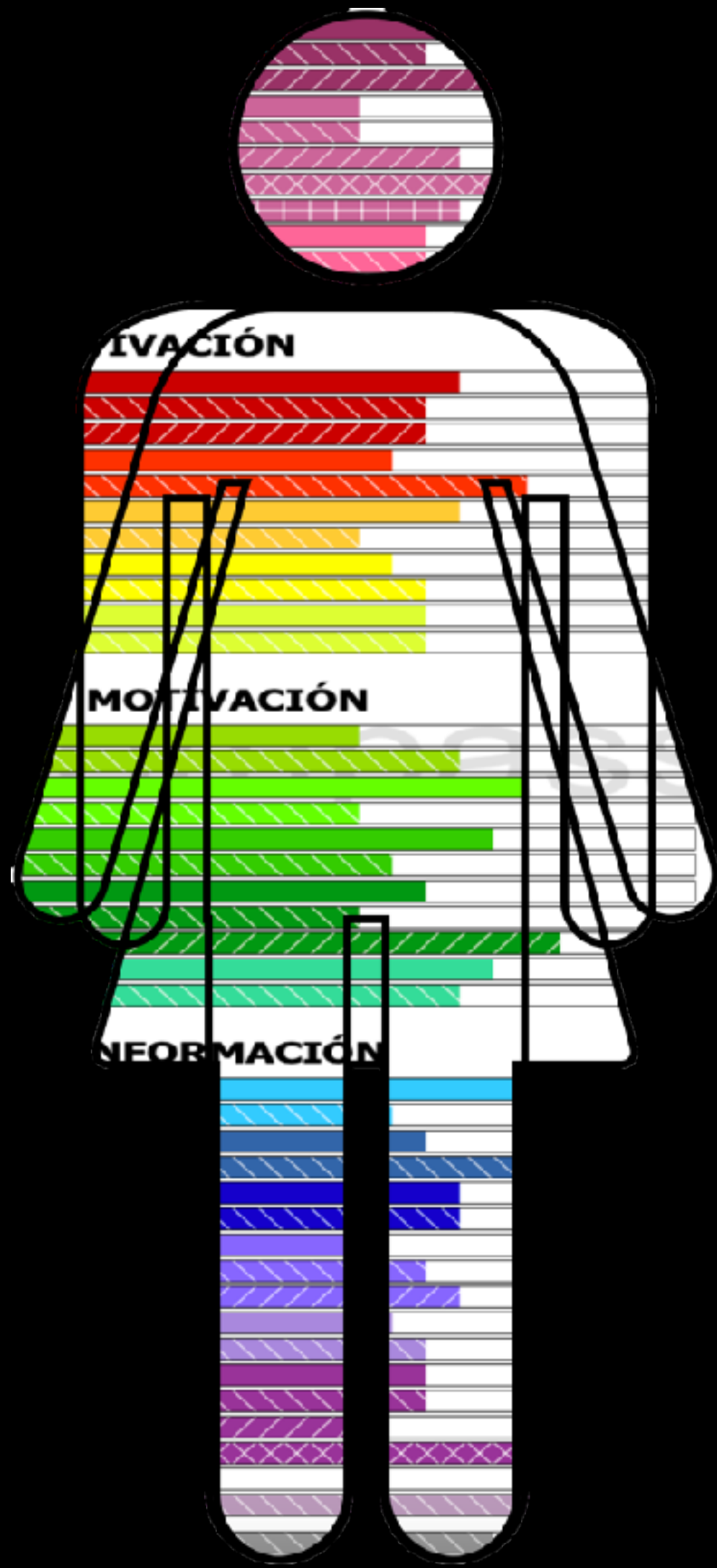
When the gap widens, performance suffers. Burnout accelerates. Leaders derail.

The Complexity Gap Diagnostic™ identifies this silent threat—before it costs you your future



WHAT THE COMPLEXITY GAP DIAGNOSTIC™ REVEALS

DIAGNOSE BEFORE YOU DEVELOP



We don't guess. We measure. With precision.

Through the **Identity Compass® assessment** and **Dynamic Intelligence Development System™ (DIDS™)** methodology, the CGD measures two critical dimensions:

- **Thinking Quotient (TQ):** A socio-emotional development measure derived from Robert Kegan's Constructive Development Theory, reflecting levels of ego development and meaning-making capacity.
- **Awareness Quotient (AQ):** A cognitive and socio-emotional measure based on Darren Stevens' Constructed Development Theory, assessing Dynamic Intelligence; the ability to consciously construct thought, behaviour, and emotion in alignment with complexity demands.

We assess these through the Identity Compass® system, providing an unparalleled insight into leadership thinking style, complexity navigation ability, and developmental range.

For the role itself, we evaluate the level of Dynamic Intelligence (AQ) required for successful performance, using our proprietary role analysis methodology.

The Complexity Gap Diagnostic provides the map you need before pressure exposes the cracks.



THE COST OF IGNORING THE COMPLEXITY GAP

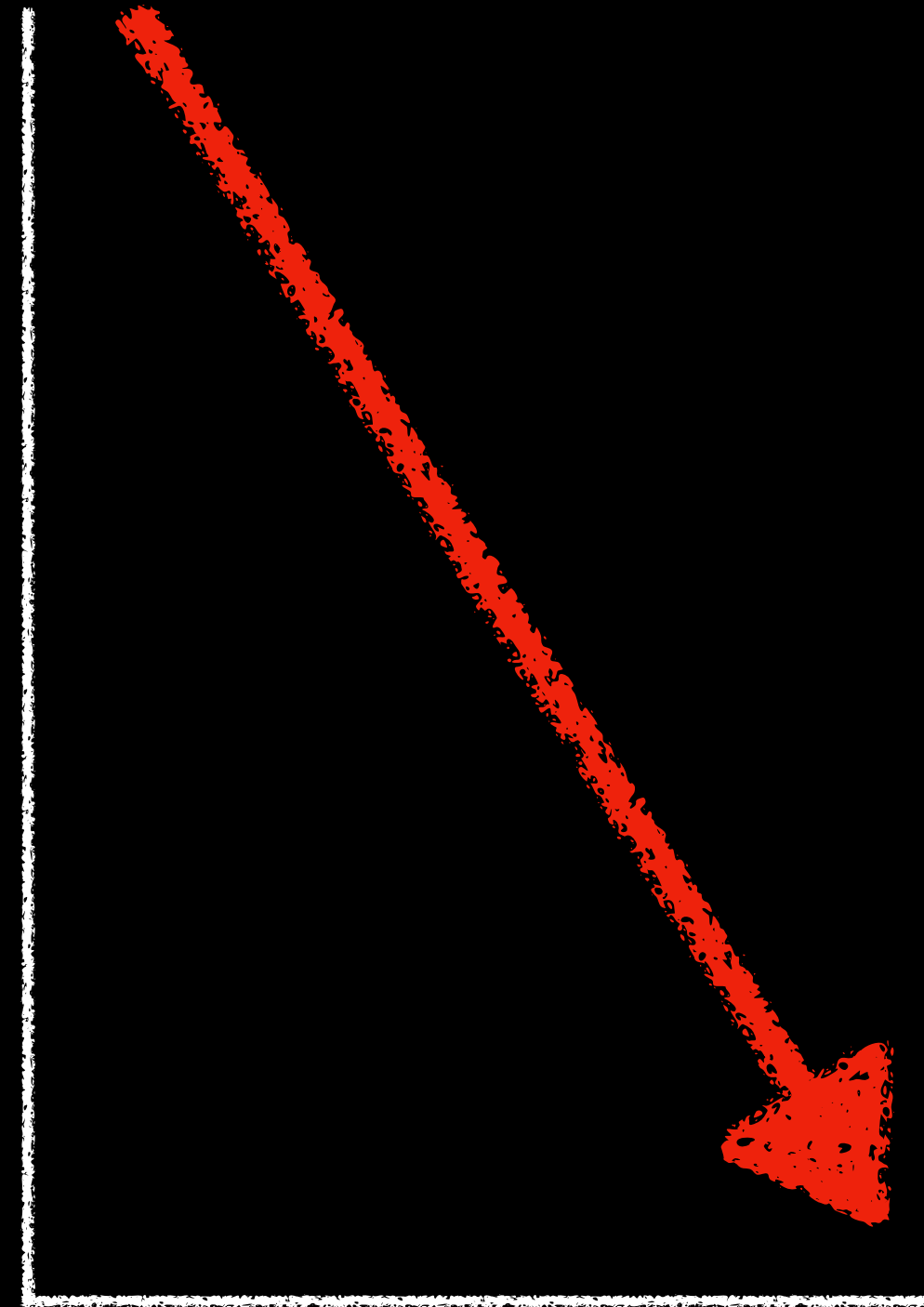
IT'S NOT JUST PERSONAL. IT'S SYSTEMIC.

If left unchecked, the Complexity Gap leads to:

- **Leadership Burnout:** High-performing leaders exit under pressure.
- **Strategic Stall:** Decision-making slows. Opportunities pass by.
- **Cultural Fracture:** Teams lose alignment, cohesion, and trust.
- **Growth Bottleneck:** Execution falters. Scaling fails.

Fact: The failure rate of newly promoted leaders exceeds 50% within 18 months.

The cause isn't incompetence, it's cognitive misalignment.



Business Consequences:

- **Slowed** revenue growth
- Investor confidence **erosion**
- Increased **attrition** costs
- Competitive **loss** in talent markets

Personal Consequences:

- Loss of leadership **credibility**
- Emotional **exhaustion** and cynicism
- Career **derailment** or forced exit

Conscious growth is no longer optional for leaders. It is the essential condition for sustaining success in a world of scaling complexity.



THE COMPLEXITY GAP DIAGNOSTIC™

YOUR NEXT STEP

What You Receive:

- 90-minute private consultation with a Senior Developmentalist
- **Complexity Gap Map™**: Personalised report outlining current AQ, TQ, and gap profile
- **Leadership Risk Profile**: Key vulnerabilities exposed and mapped
- **Development Blueprint**: Focused next steps for conscious growth

Pilot Offer - **Limited Availability**

- **First 3 organisations**: Complimentary CGD session
 - One free CGD per organisation
 - Willingness to provide feedback and act as a case study
- **Future pricing**: £959 + VAT per diagnostic

This is a one-time opportunity to gain unparalleled leadership clarity, at no financial cost!

High-Complexity Leaders Act with Intent

"The next level of leadership demands conscious development. Begin your Complexity Gap Diagnostic today."



TO BOOK



Contact **Sean Ellis**

MC08 Business Developmentalist

M: +44 735 608 8376

E: sean.ellis@adultdevelopment.uk

EXCEPTIONAL DEVELOPMENT FOR EXCEPTIONAL LEADERS