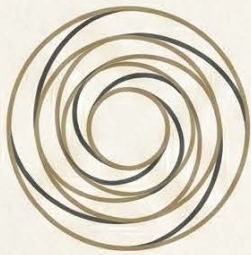


# THE THREE COLLAPSES OF LEADERSHIP

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WHAT HAPPENS WHEN LEADERS CANNOT HOLD COMPLEXITY

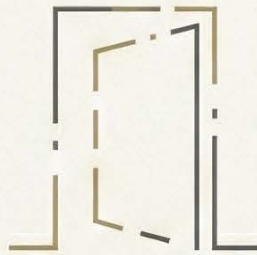
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## COLLAPSE INTO CONTROL

When uncertainty rises, some leaders over-direct. They increase rules, oversight, and precision not because the situation demands it, but because their nervous system does. Control offers temporary relief, but it reduces trust, initiative, and adaptability.

*Control is often discomfort wearing authority.*



## COLLAPSE INTO AVOIDANCE

Rather than engage complexity, leaders delay decisions, deflect responsibility, or withdraw presence.

Nothing is resolved. Tension lingers. Teams fill the silence with speculation.

*Avoidance feels passive, but it actively erodes leadership.*



## COLLAPSE INTO CERTAINTY

Faced with ambiguity, leaders oversimplify. They rush to conclusions, slogans, or binary answers to feel grounded again.

Clarity arrives quickly, but often inaccurately.

*Premature certainty trades truth for comfort.*

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Leadership is not proven by how quickly you decide.  
It is proven by what you can hold without collapsing.

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