

Domain 1: Sensory & Emotional Processing

How individuals perceive, filter, and regulate emotional and sensory input in dynamic environments.

Term	Core Focus	Trigger Origin	Description	Metaphor	Leadership Relevance
Sensory Reactivity Spectrum	Responsiveness to sensory input	Light, sound, texture, temperature	Degree of sensory alertness; some perceive more input, others filter	Like an antenna tuned to subtle shifts	Informs environmental adjustments and sensory-inclusive leadership
Emotional Processing Tempo	Speed of emotional integration	Internal affective processing	Pacing of emotional insight—fast or more reflective	Like slow vs. instant film development	Encourages emotional timing in communication and evaluation
Emotional Absorption	Empathic resonance with others	Interpersonal affective input	Tendency to deeply internalize others' emotions	Like a sponge absorbing surrounding moods	Supports intuitive alignment and signals need for boundaries
Regulation Recovery Time	Speed of emotional/sensory recalibration	Activation events (emotional/sensory)	How quickly balance is regained after stimuli	Like a reset timer—short or long recovery span	Affects pacing, energy budgeting, workload planning
Predictive Sensory Anticipation	Forecasting emotional/sensory demands	Future-oriented pattern recognition	Ability to prepare proactively for sensory/emotional load	Like a weather app for internal states	Promotes safety and structural anticipation in organizational design
Affective Fluidity	Emotional adaptability across contexts	Internal cues or situational context	Flexibility in shifting emotional tones	Like a color gradient—emotions shift contextually	Enables responsive leadership with relational nuance
Interoceptive Clarity	Internal body awareness	Somatic–signal interpretation	Precision in reading one's own bodily/emotional states	Like having a built-in compass	Supports embodied decision-making and stress management
Feedback Response Activation	Emotional engagement with feedback	Evaluation or critique	Degree of emotional activation in response to evaluation	Like fuel—light or heavy depending on feedback	Shapes feedback culture and adaptive learning climates

Expressive Neutrality	Outward affect visibility	Internal affect regulation	Degree to which emotion is externally displayed	Like a sealed container—inner rich, outer surface muted	Avoids misread alignment and supports diverse expression styles
Sensory–Emotion Coupling	Interaction of sensory input and emotion	Environmental/sensory stimuli	Emotion is modulated or triggered by physical experience	Like music evoking moods	Useful in shaping sensory-informed interventions and environments
Environmental Control Urge	Need to shape surroundings	Desire for stability or sensory order	Degree of control exerted to ensure sensory function and clarity	Like rearranging the desk to think easier	Informs autonomy-support and consistency needs
Relational Rejection Sensitivity	Emotional reactivity to interpersonal cues	Perceived critique/disapproval	Strength and duration of reaction to rejection or disapproval	Like a radar pinging on social risk	Calls for safety-building, clarity, and emotionally attuned leadership framing

Domain 2: Cognitive & Temporal Regulation

How individuals direct attention, process information, and experience time in dynamic environments.

Term	Core Focus	Trigger Origin	Description	Metaphor	Leadership Relevance
Attention Modulation	Stability of attentional focus	External task environment or internal state	Describes how reliably attention can be held; ranges from drifting focus to deep sustained focus	Like an anchor in shifting waters—some stay firm, others drift	Guides task matching and meeting structures for engagement
Hyperfocus Tendency	Depth and duration of narrow cognitive	Intrinsic motivation or pattern	Intense, prolonged focus on a topic or task, often reduced awareness of time	Like a tunnel with sharp clarity—everything else fades	Supports risk design for complex problem-solving and innovation
Distractibility Susceptibility	Responsiveness to competing stimuli	Sensory input or internal associations	Easily pulled by fragmented stimuli or mental fatigue	Like a magnet pulled in many directions—energy dispersed	Informs environmental design and communication clarity

Processing Speed Variability	Pace of cognitive operations	Cognitive load or stress	Fluctuates between rapid and slowed comprehension, decision timing, and response	Like internet bandwidth—sometimes fast,	Calls for adaptive pacing and process awareness
Cognitive Transition Agility	Ease of switching between topics, tasks, or contexts	Structural, situational, or conversational shifts	Reflects flexibility in shifting cognitive set; may involve friction or rapid adaptation	Like gear shifting—some minds glide, others grind	Shapes team rhythm and transition management
Temporal Orientation	Internal sense of time and temporal positioning	Task timelines or self-directed scheduling	Tendency toward future planning, present immersion, or past referencing	Like a clock calibrated to personal rhythms	Impacts deadline planning, time framing, forecasting
Time Estimation Accuracy	Precision in estimating time needed or passed	Planning context or task execution	Predictive sense of how long tasks take, influences scheduling accuracy	Like a stopwatch with personal rhythm—fast, slow, or precise	Helps realistic planning and expectation-setting
Mental Fatigue Threshold	Capacity to maintain focus over time	Cognitive intensity and recovery	Points at which continuous work becomes dangerous due to overload or depletion	Like a battery draining or power dropping suddenly	Emphasizes cognitive sustainability and task design
Working Memory Fluidity	Flexibility in holding and updating mental	Task complexity or environmental	Ability to juggle, update, and manipulate sequences, verbal or numerical info	Like a whiteboard—can erase and rewrite, or overload and blur	Informs task delegation and workflow complexity
Thought Pattern Density	Degree of simultaneous cognitive threads	Internal crowding of thoughts	Reflects multiple overlapping thought trains, impacting efficiency and clarity	Like traffic lanes—some drive one route, others 10 at once	Guides collaboration style, decision speed, and cognitive load
Cognitive Pacing Preference	Preferred tempo of learning, timing, and	External rhythm or personal state	Reflects desired cognitive tempo for engagement	Like a song tempo—some race, others slow waltz	Shapes onboarding, meeting formats, and task delivery
Task Completion	Drive to finish vs. abandon tasks	Internal motivation or feedback loops	Describes follow-through tendencies—linear completion vs. fragmented stopping	Like a marathon or relay—some sprint to the baton, others fade	Impacts project process and accountability structure

Domain 3: Motor & Energy Rhythms

How individuals regulate movement, physical coordination, and energy deployment across time and tasks.

Term	Core Focus	Trigger	Description	Metaphor	Leadership
Movement Planning Fluency	Ease and fluidity in planning and executing actions	Task complexity or environmental	Reflects coordination of motor sequences and spatial anticipation; may involve clumsiness or smooth	Like choreography — some steps flow, others stumble	Informs design of workflows, ergonomics, and task
Motor Fatigue Build-Up	Accumulation of strain from repetitive tasks	Repetitive motor demand	Physical strain or fatigue builds during routine action; recovery varies	Like swimming with weights — smooth at first, heavy later	Encourages pacing, task variation, and ergonomic awareness
Energy–Task Synchrony	Alignment of energy levels with task timing	Circadian rhythm or contextual	How well natural energy states align with performance demands	Like catching a wave in sync — timing amplifies output	Shapes scheduling, energy-based planning, and
Boom–Bust Energy Pattern	Fluctuations between high bursts and	Intrinsic drive or dysregulation	Characterized by rapid surges followed by crashes or exhaustion	Like sprint intervals — intense but unsustainable	Supports sustainable pacing and recovery management
Somatic Awareness	Sensitivity to internal physical cues	Interoception or regulation practices	Awareness of tension, pain, energy, posture; informs self-regulation	Like dashboard lights signaling fuel, heat, or charge	Guides leadership around pacing, recovery, and
Postural Regulation Demand	Effort needed to maintain physical position	Environmental context or motor profile	Describes hidden energy costs of posture and positioning	Like holding a yoga pose during a meeting	Shapes inclusion in meeting design and workspace norms
Fine Motor Coordination	Precision in small-scale actions	Task structure or baseline motor skills	Fluency in writing, typing, or tool manipulation; may vary across contexts	Like threading a needle — effortless for some, laborious for	Influences timing, communication, and reporting tasks
Motor Planning Lag	Delay between intention and action	Neuromotor sequencing or stress	Execution slowed or interrupted when sequencing physical steps	Like buffering before movement — pause before action	Calls for patience and structured task initiation
Body-Based Regulation	Using movement to regulate	Stress, overstimulation, or tension	Movement used to manage arousal — pacing, fidgeting, stretching	Like resetting a compass through motion	Validates movement as regulation, not distraction

Sensory– Motor Crossing	Interaction of sensory and motor load	External sensory or task load	Movement is disrupted or enhanced by sensory environment	Like reading in a storm—body follows sensory state	Informs inclusive spatial and task environments
Environme- ntal Matching	Adaptability to pace and space	External rhythm, noise, tempo,	Performance shifts based on environmental cues and fit	Like tuning to a city’s rhythm—sync or resist	Shapes work design and environment adaptation
Movement Inhibition Control	Ability to suppress involuntary	Neurological condition or external	Involuntary gestures or tics, effortfully masked or unmasked	Like trying not to sneeze under pressure	Requires understanding of movement visibility,

Domain 4: Social & Communication Styles

How individuals exchange, interpret, and sustain social interaction and communication in leadership contexts.

Term	Core Focus	Trigger Origin	Description	Metaphor	Leadership Relevance
Interaction Timing	Pace and rhythm of conversational engagement	Cognitive processing or stress	Fluency in turn-taking, pauses, and conversational flow	Like jazz — syncopated or delayed beats	Shapes meeting flow and dialogue inclusion
Literal– Concrete	Processing of language meaning	Semantic habits or neurological	Preference for literal precision over abstract or	Like reading sheet music note-for-note	Informs clarity of instruction and feedback
Contextual Code- Switching	Ability to shift communication style across settings	Cultural, professional, or generational	Switching registers depending on context; may be effortful	Like shifting gears uphill	Highlights hidden labor in intercultural or intergenerational teams
Social Energy Drain	Fatigue from sustained social	Duration, intensity, or	Interaction depletes energy resources, recovery needed	Like battery drain during high use	Informs scheduling, breaks, and workload
High-Fidelity Listening	Depth and precision in auditory attention	Focused interest or situational salience	Strong capacity for detail- oriented listening; sometimes overwhelming	Like recording in high definition	Enhances accuracy but may amplify overload

Nonverbal Interpretation	Reading of gestures, tone, or micro-expressions	Sensory input or cultural fluency	Ability (or difficulty) to interpret nonverbal social signals	Like subtitles in a foreign film—clear or missing	Shapes relational attunement and conflict navigation
Authenticity Orientation	Drive for genuine expression and congruence	Value system or cognitive style	Preference for transparent, congruent interaction over social masking	Like speaking without a script	Builds trust, may challenge formal norms
Scripted Communication Reliance	Use of rehearsed or formulaic phrases	Anxiety or memory support	Relies on pre-prepared scripts for fluency in social contexts	Like reading cue cards	Supports predictable rituals and safe communication
One-on-One Fluency vs. Group Silence	Variation by group size	Stress, sensory, or processing load	Strong in individual dialogues, less active in group settings	Like spotlight glare—comfortable dimly, blinding in full	Calls for adaptive facilitation in group dynamics
Message Precision vs. Social	Balance between exactness and diplomacy	Cognitive processing or relational	Preference for direct precision or softened phrasing	Like cutting with a scalpel vs. padding with cloth	Impacts clarity, conflict, and cultural tone
Relational Justice	Sensitivity to fairness in	Perceived inequity or bias	Strong response to perceived injustice or	Like a finely tuned alarm	Strengthens equity but can escalate tension
Moral Discomfort	Reactions to ethical or value	Exposure to conflicting	Heightened stress when values are violated	Like an inner compass spinning off	Anchors ethical leadership and DEI
Empathic Overidentification	Absorbing others' emotional states	Emotional resonance or	Deep emotional attunement, risk of	Like being a tuning fork vibrating with	Supports care climates but risks burnout
Social Visibility Engagement	Presence in public or visible settings	Performance expectations or cultural norms	Eye contact, body language, and visibility in group contexts	Like standing on stage under lights	Shapes perceptions of credibility and inclusion

Domain 5: Executive Function & Systems Thinking

How individuals plan, prioritize, and integrate tasks, decisions, and systems in leadership contexts.

Term	Core Focus	Trigger Origin	Description	Metaphor	Leadership Relevance
Task Initiation	Ability to start tasks	Cognitive load or motivational state	Ease or difficulty in beginning tasks without external prompts	Like pushing a stalled car into	Impacts productivity and follow-through
Cognitive Transitions	Shifting between tasks or mental	Context switching or stress	Fluidity vs. friction in moving from one focus area to another	Like changing tracks on a train	Shapes agility in dynamic environments
Prioritization Clarity	Organizing tasks by importance	Goal overload or ambiguity	Sorting competing tasks and sequencing actions effectively	Like building a ladder rung by rung	Ensures alignment between urgency and
Structural Thinking	Creating frameworks and	Cognitive style or learned practice	Tendency to design order, categories, and long-term	Like drafting architectural	Supports scalability and process clarity
Nonlinear Execution	Divergent, networked	Idea fluency or associative thinking	Prefers multidirectional approaches over linear plans	Like weaving a net instead of walking a	Drives innovation, may disrupt strict workflows
Decision Latitude	Range of autonomy in	Organizational structure or	Comfort and capacity to decide within bounded authority	Like steering within lane markers	Influences ownership, trust, and leadership
Complexity Mapping	Ability to perceive	Systemic awareness or analytical depth	Seeing patterns across multiple layers and anticipating ripple	Like viewing a city map from above	Strengthens foresight and strategic navigation
Working Memory Load	Holding and manipulating information	Processing demands or distractions	Variability in capacity to juggle information in mind	Like carrying items in both hands	Shapes accuracy, detail, and stress tolerance
Planning Horizon	Time span for goal-setting	Temporal orientation or	Short-term vs. long-term planning preference	Like zooming in or out with a camera	Affects strategic foresight and pacing
Delegation Maturity	Assigning tasks effectively	Trust levels or skill recognition	Balancing oversight with autonomy when distributing	Like conducting an orchestra	Builds capacity and empowers teams
Error Anticipation	Predicting and preventing	Analytical vigilance or stress	Awareness of potential pitfalls before they occur	Like spotting cracks in a bridge	Enhances risk management and
Adaptive Scaling	Adjusting systems to growth	Complexity load or innovation	Expanding or simplifying processes to fit evolving	Like resizing a container to fit	Enables organizational sustainability
Accountability	Linking actions to outcomes	Role clarity or leadership design	Clarity in responsibility and ownership structures	Like fastening ropes to anchors	Increases trust and execution reliability

Reflective Integration	Synthesizing lessons into future action	Debriefing practice or cognitive tempo	Capacity to learn from experience and embed insights structurally	Like weaving threads into a stronger fabric	Enhances continuous improvement and cultural learning
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