

AUTHENTIC LEADERSHIP TALK

Human-centred leadership training
Award-winning | Effective | Empowering



What's your angle? 🕒

Have you ever walked into a situation absolutely certain you understood what was happening... only to discover later that your interpretation was completely off? It happened to me recently.

I made an assumption during a conversation – not intentionally, but because the situation “looked” a certain way. Later, when we explored it properly, I realised I had been reacting to *my perception*, not the actual reality.

It reminded me of the below image...

- From above, you see perfect circles.
- From the side, you see disconnected floating shapes.

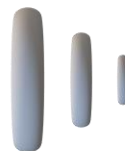
Same object. Different angle. Completely different story.



This is the truth.



This is also the truth.



This is the truth, too.

As leaders, this happens more often than we realise. Our mind fills gaps with past experiences, fears, expectations, and assumptions. And suddenly we're no longer responding to what is truly happening, but to the story our brain created. But:

*If you change the way you look at things,
the things you look at change.*

When we slow down and explore perceptions together, we discover that beneath every behaviour lies a human being simply trying to meet their needs and values. **Be curious, not furious!**

In this *Leadership Talk*, we explore how to change our perception, so we can better understand others' perspectives. There is an exclusive bonus for newsletter readers (that's you!), the link to a helpful ebook you might be interested in, and a peek behind the scenes.

Keep scrolling!
Martin



Newsletter Reader Exclusive: 10-SEC PERCEPTION RESCUE

A little gift just for our readers (yes, that's you!)

As a special gift to our PROfound Leadership community, I've created a simple one-page tool you can download and keep on your desk, in your notebook or saved on your phone. It's a quick reset whenever perception starts to distort reality.

Click below to download your exclusive one-page guide and start using it today.

 [Download your exclusive gift now](#)



On this topic: LEADERSHIP ARTICLE



Great leadership isn't about being right – it's about being willing to see more.

NEWSLETTER | November 2025

Perception is powerful. It influences how we interpret tone, body language, decisions, silence, and even someone's intentions. Two people can look at the exact same situation and walk away with two entirely different stories – both believing theirs is the truth.

But perception is not reality - it's a *lens*. As the saying goes: **“The way we see a problem, is the problem.”**

This lens (or filter) is shaped by our history, emotions, biases, fears, hopes and needs. When we forget this, we jump to conclusions, misread situations and unintentionally escalate tension.

However, when we shift our perspective, everything shifts with it: **“If you change the way you look at things, the things you look at change!”** If we consciously choose our focus, we change the angle from which we view reality. As leaders, this choice matters.

Where focus goes, energy flows.

- If we focus on what frustrates us, we fuel frustration.
- If we focus on curiosity, we ask better questions.
- If we focus on understanding, we fuel collaboration.
- If we focus on possibilities, we invite solutions.

This is why self-awareness is so essential in leadership. If we only ever look through the lens of assumptions, past experiences, fears or biases, we react to a *story* rather than what is actually happening. When we seek to understand someone's perspective, we discover the values, needs and internal drivers beneath the behaviour. And suddenly, solutions become easier, conflict softens and relationships strengthen.

Great leadership isn't about having the perfect angle – it's about being willing to adjust it.



Growth opportunity: EXPLORE FURTHER



eBook: Understanding what makes us tick

Your inner dialogue is your greatest influencer. Learn how to turn it from critic to coach with this practical guide.

Packed with reflection tools and strategies, this eBook helps you recognise unhelpful patterns, replace them with empowering self-talk, and strengthen your leadership mindset. You'll discover how to silence self-doubt, reframe limiting beliefs, and build the confidence to respond rather than react. By mastering your internal conversations, you'll create the mental clarity and composure needed to lead yourself – and others – with greater impact.

💡 [View the eBook in our store →](#)

👁️ Behind the scenes: A DIFFERENT PERSPECTIVE

Sometimes all you need is a different angle – and a swing – to see things more clearly. (And for the record... no kids were waiting their turn, I promise! 😊)



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Got any questions, suggestions, or a topic you'd love us to cover next month? Simply get in touch with us via email or reach out on social media. We are on your support team!

Looking forward to another month of learning and growing together!

Dare to make a difference!



Martin Probst

CEO - Chief Education Officer

[0421 936 313](tel:0421936313)

martin@profoundleadership.com.au



Gerda Probst

CEO - Chief Efficiency Officer

[0439 936 313](tel:0439936313)

gerda@profoundleadership.com.au

