IP BEST PRACTICES

Rock. Paper. Ego.

A best practice shared by Sabine Wirth.

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Rock. Paper. Ego.

Reveals gaps between self-perception and employee experience in a constructive way, strengthening leadership credibility by focusing on impact rather than intention.

Key steps

Leaders reflect on their leadership priorities by describing their intention, the behaviours they believe they show, and the impact they want to have.

Employees in parallel describe how they experience the leader in daily work: which priorities they perceive, through which behaviours, and with what impact on them.

A playful 'reveal moment' (Rock-Paper-Scissors) is used before uncovering the cards simultaneously, creating psychological safety and opening a focused dialogue on increasing congruence and trust.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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