Comfort zone



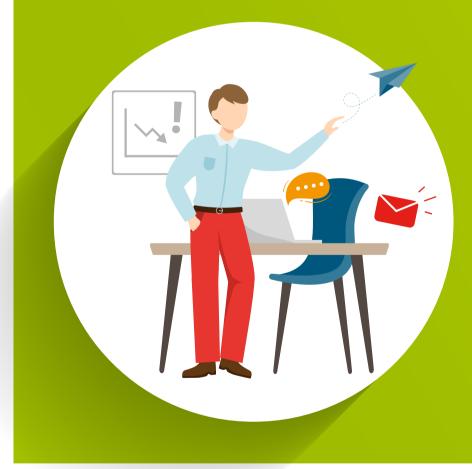
People are open and collegial, but not challenged. On teams, they fail to make major strides.

Learning zone



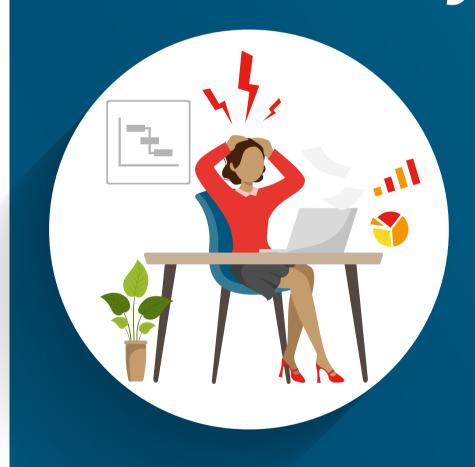
People collaborate and learn in the service of high performance, getting complex and innovative work done.

Apathy zone



People show up to work with their hearts and minds elsewhere; choosing self-protection over exertion.

Anxiety zone



People are reluctant to offer ideas, try new things, or ask for help, putting the work at risk.