

WHAT IS THE FIENDS & HERO DISCOVERY TOOL?

Most leadership challenges are not caused by external complexity alone. They are shaped by internal voices — often unspoken — that influence how you think, judge, act, and relate to others.

The “**Fiends & Hero (F&H) Discovery Tool**” is a scenario-based workplace assessment designed to surface the internal voices that shape how you respond under pressure.

Unlike personality or strengths profiles, this tool focuses on **recurring internal responses** — the silent thoughts that influence how you:

- Interpret situations
- Make decisions
- Lead teams
- Respond to change

Each response maps to **one of three** core internal voices:

- **Voice of Judgement**
 - The voice that evaluates, critiques, and questions — often too quickly.
- **Voice of Fear**
 - The voice that anticipates risk, loss, or uncertainty — and seeks safety.
- **Voice of Care**
 - The voice that protects relationships, reputation, and emotional safety.

These voices are not weaknesses. They are natural human responses to **uncertainty, pressure, and vulnerability**.

The difference lies in whether they operate unconsciously — or are recognised and managed.

WHY THIS MATTERS FOR LEADERS

In leadership, what is left unsaid often matters more than what is spoken.

These internal voices operate in what is known as the Left-Hand Column — the thoughts and assumptions that remain unspoken but drive decisions and behaviour.

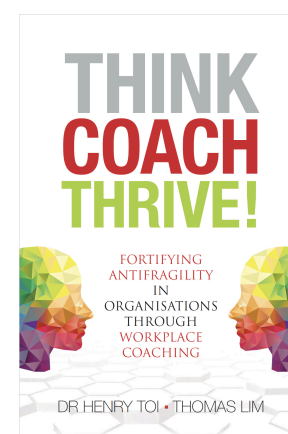
When left unchecked, they can:

- Narrow thinking too early
- Delay action under uncertainty
- Reduce openness to ideas
- Weaken trust and alignment

The Fiends & Hero model makes these invisible patterns visible — so you can respond with greater awareness, clarity, and intention.

This framework is based on and contained in Part 3 of the book [Think.Coach.Thrive!](#) which offers people leaders a powerful business model that unlocks human potential and develops antifragility, a characteristic of resilience that defies stressors, impelling one to bounce back even stronger when under stress.

Authors Dr Henry Toi and Thomas Lim inventively juxtapose mainstream psychological methods and theories with usable, hands-on leadership applications.



WHAT YOU WILL DISCOVER

The Discovery Tool takes approximately **10-12 minutes** to complete. Based on your responses to **27 workplace scenarios**, you will receive a personalised **9-page report** that reveals your internal leadership patterns.

Your report includes:

1. Your Boss Fiend

- a. Identify the dominant internal voice that shows up when stakes are high.
- b. This represents your primary leadership vulnerability under pressure.

2. Your 3 Minion Fiends

- a. Understand the specific patterns that repeatedly influence your thinking.
- b. These are the subtle voices that shape how you interpret situations, respond to others, and make decisions.

3. Your Hero Power

- a. Discover the leadership capability you can activate to counter your dominant Fiend.
- b. This is not a trait — it is a conscious response you can develop and apply.

4. Leadership Insights

- a. Gain clarity on how your internal patterns influence your leadership presence, decision-making, and relationships.

5. Leading Innovative Change

- a. Understand how your inner voices shape your response to:
 - i. Ambiguity
 - ii. Experimentation
 - iii. Resistance
 - iv. Transformation efforts

IMPORTANT TO KNOW

The Fiends & Hero Discovery Tool is:

- Not a personality or psychometric assessment
- Not a performance evaluation tool
- Not a clinical or diagnostic instrument

It is a **reflection-based discovery tool** designed to increase awareness of internal responses under pressure.

Results are:

- Context-dependent
- Confidential
- Meant for personal and developmental use

INTERESTED TO START YOUR DISCOVERY?

Your report is designed to provide not just awareness, but actionable insight.

From understanding how your dominant Fiend operates, to how your Hero Power can be applied in leadership situations — each section helps you move from reaction to intentional response.

If you want to access our Discovery Tool, contact us at:

enquiry@thriveacademy.ai

And visit our website at:

<https://thriveacademy.ai/>