

The Phronesis Compass Model

A Leadership Model for Navigating Uncertainty During Constraints
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Table 1: The 3 x 9 Wise Leadership Matrix

Domains	Dimensions	Description	Phronetic Mindset
Inquiry	Contextual awareness	Sensitivity to environmental cues, social dynamics, and situational signals that shape action.	Epistemic orientation How leaders gather, process, and expand their awareness for the common good.
	Reflective understanding	The ability to pause, think, and interpret experiences in a way that deepens insight.	
	Situational learning	Openness to new information, feedback, and evolving conditions; learning from the situation as it unfolds.	
Judgement	Deliberative reasoning	Careful weighing of alternatives, consequences, and trade-offs.	Moral adjudication The core of practical wisdom, where a leader discerns what is right and contextually fitting.
	Moral discernment	Sensitivity to ethical considerations and the moral implications of choices and decision-making.	
	Ethical decision-making	The ability to choose actions that align with values, responsibilities, and the common good.	
Emotionally-regulated action	Composed execution	The ability to act with steadiness, clarity, and emotional balance.	Regulated moral agency Focuses on how leaders act wisely under stress, emotional pressure, or uncertainty.
	Avoid impulsivity	Resisting reactive, unconsidered responses that bypass judgement.	
	Maintain resolve	Staying committed to the chosen course of action even when emotions fluctuate or in the face of impediment.	