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We Help CEOs & Leaders Build Healthier & Higher-Performing Teams That Deliver Exponential Results

You Don't Have to "Click" to Lead

We've all been there. You encounter that one person on your team whose style, personality, or approach just doesn't sit well with you.

It's a challenge to leadership effectiveness, testing our ability to remain objective and professional.

When we let that friction cloud our judgment, it's not just uncomfortable—it's bad for business. Personal bias in performance evaluations is a real risk.

The key to navigating this is to focus on performance, not personality. It's about shifting the lens from personal connection to professional contribution.

Ask yourself:

How can you ensure performance conversations are driven by results, not feelings?

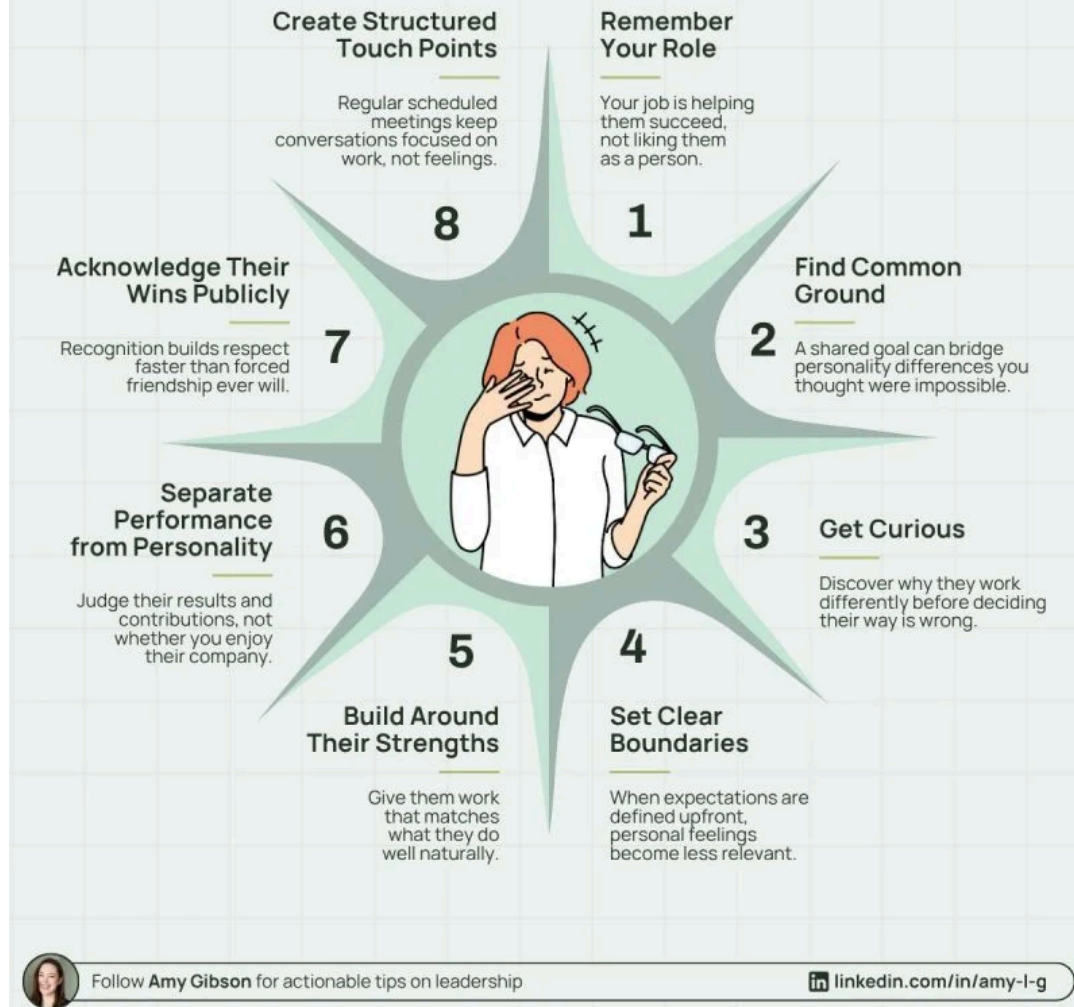
What can you do to separate who they are from what they do?

Effective leadership isn't about surrounding yourself with people you get along with perfectly. It's about leveraging diverse perspectives, focusing on shared goals, and creating an environment where everyone can thrive—regardless of social dynamic.

Leading those we don't naturally align with requires profound psychological safety—the foundation of all high-performing teams. When you "get curious" instead of critical, you open the door to genuine understanding and trust.

8 WAYS TO LEAD SOMEONE YOU DON'T CLICK WITH

By Amy Gibson



Follow **Amy Gibson** for actionable tips on leadership

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THE GAP BETWEEN WHERE YOU ARE AND WHERE YOU WANT TO BE? IT IS CALLED THE INTERVIEW.

Most people are more qualified than they appear in the room. InterviewFocus changes that — combining AI-powered analysis with expert human coaching to make sure your next interview finally matches your talent.

"Candidates who engage in structured interview practice with real-time feedback are 4x more likely to secure an offer."

— InterviewFocus platform data

10+

Communication metrics analyzed per session

4x

More likely to secure an offer

Real-time

Feedback on delivery, not just content

What InterviewFocus does for you

AI that sees what you do not.

Eye contact, vocal tone, body language, and speech clarity — analyzed in real-time so you know exactly what to fix before it costs you the offer.

Expert coaching that locks it in

Seasoned professionals turn your AI data into a personal playbook — refining your narrative, sharpening your presence, and building the confidence the room will feel.

Realistic practice, every time

Conversational AI adapts in real time to mirror actual interview conditions — so when the real moment comes, you have already been there.

Built for every stage of your career.

New graduates	Young professionals	Experienced leaders	Recruiter-sponsored
Turn your degree into your first offer — with confidence, not guesswork.	Make your next move count. Make sure they see why you are ready.	You have the track record. InterviewFocus makes sure the room hears it.	Arrive as the candidate your recruiter described—not a version that falls short under pressure.

For executive recruiters and placement agencies

Stop losing placements to candidates who have the credentials but not the delivery. InterviewFocus prepares your candidates before they walk into your clients' rooms.

- Recruiter dashboards let you track who is practicing, how they are improving, and where they still need work — without adding to your workload.
- Customizable question banks built for your specific industry verticals mean your candidates practice the scenarios they will actually face.
- Shareable practice reports give you concrete data for coaching calls specifically and actionable, not instinct-based.
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The average car repair bill: \$838.
The average car owner walks in knowing nothing.
That gap is where people get taken advantage of.

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Record a short video of your car problem. Fixxr's machine learning detects patterns, identifies likely issues, and explains what's wrong in plain English. No mechanic visit needed to know the truth.

KNOW IF YOUR QUOTE IS FAIR

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CONNECT WITH TRUSTED LOCAL SHOPS

Submit your repair once. Qualified local shops respond with competitive offers. You compare, you choose, you win. No more calling around blind.

"AI that works for the car owner, not against them."

— Jonathan Donahue | Mentor & Advisor, LaunchCLT

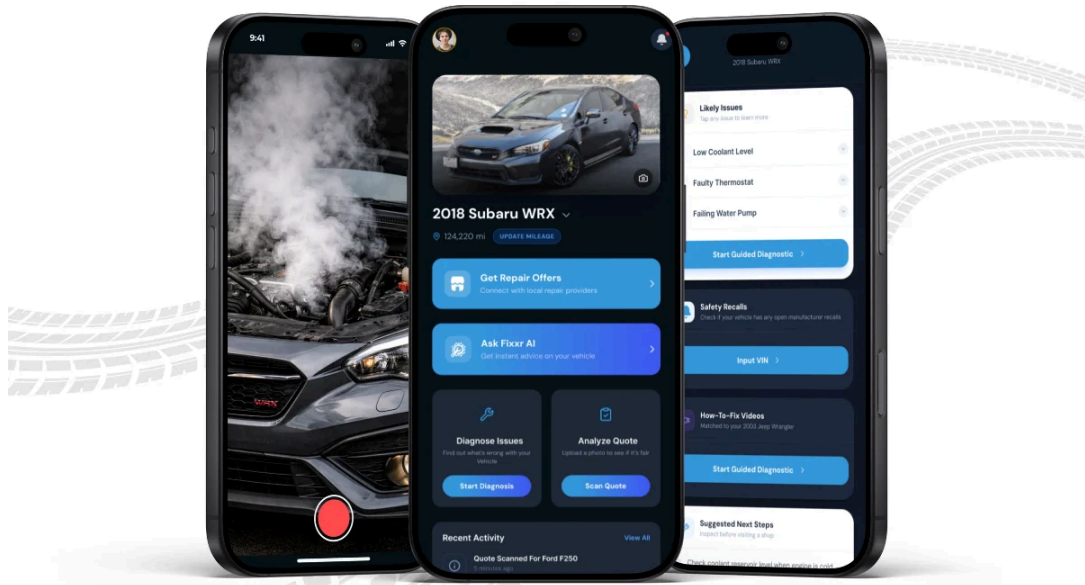
I'm proud to mentor the Fixxr team through LaunchCLT. What they've built is practical AI innovation that genuinely changes how everyday people navigate a market that has historically left them in the dark.

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