

SOAR CARD REPORT

Strengths

You demonstrate high levels of operational awareness and decision-making competence. You consistently anticipate risks, integrate complex information, and maintain vigilance that ensures safe operations. In emergencies, you remain calm, structured, and decisive – qualities that inspire confidence and provide stability to your crew. Your leadership style reflects empathy, fairness, and inclusivity.

You listen attentively, validate concerns, and create environment where junior crew feel safe to approach you. You manage conflict effectively, model restraint, and prioritize learning over punishment. By offering transparent reasoning and meaningful recognition, you build trust and strengthen morale within your team.

Areas for Development

While your competence and professionalism are clear, there are areas that could enhance your overall leadership effectiveness. You sometimes experience fatigue, disturbed sleep, and emotional strain that reduce energy and clarity. Feelings of undue responsibility and self-blame occasionally affect your ability to lead authentically. At times, fear of reputational damage leads you to suppress emotions, limiting your openness. Although you use healthy coping strategies regularly, reliance on less effective methods in stressful periods can restrict your long-term resilience.

Aspiration

You have expressed a strong aspiration to balance operational demands with emotional sustainability. You want to lead authentically, sharing accountability with others rather than carrying burdens alone. You seek to normalize open conversations around wellbeing, embed structured reflection and debriefing practices, and model resilience for your crew. This reflects a clear vision of growing into a leader who fosters not only safety and performance but also trust, openness, and collective strength.

Recommendations

1. **Enhance Wellbeing Management** – Prioritize rest, adopt micro-breaks, and strengthen sleep routines. Replace short-term coping strategies with sustainable practices.
2. **Strengthen Emotional Openness** – Use trusted peers and professional support systems proactively. Allow vulnerability to build trust and connection.
3. **Develop Authentic Leadership** – Shift from self-blame to shared accountability and delegate responsibilities more effectively.
4. **Reinforce Crew Culture** – Continue recognizing contributions, maintain structured debriefs, and emphasize learning as a collective value.

Closing Note

Ria, you already demonstrate the hallmarks of a competent, respected maritime leader. By refining your wellbeing strategies and embracing authentic leadership practices, you will not only safeguard operations but also build a healthier, more cohesive, and resilient crew culture at sea.