

Defining Your Authentic Leadership Vision

Reflection Questions

1. What does leadership mean to you?

Eg. Ensuring my team delivers on its commitments.

2. Who has inspired you most as a leader, and why?

Eg. My last manager because she had my back and encouraged me to do my very best work.

3. What top (3-5) behaviors demonstrate *effective* leadership? Be as specific as possible.

Eg. An effective leader does more listening than talking.

4. What (3-5) behaviors demonstrate *ineffective* leadership?

Eg. An ineffective leader beats around the bush when delivering unpopular decisions, or avoids decisions, altogether.

5. What (3-5) *distinct* traits, value and/or skills separate you from other leaders? In other words, what are your “*Superpowers.*”

Eg. I'm known for being calm during chaotic situations.

6. What (3-5) leadership skills hold you back from leading as effectively as you'd like?

Eg. I'm uncomfortable with conflict and, therefore, avoid it.

7. What would you want to hear others say about you as a leader?

Eg. I'd like others to say that I was fair and communicated respectfully.

8. What do you envision for yourself as a leader in five years?

Eg. In five years, I'd like to strengthen my confidence and executive presence such that it inspires others to be their very best selves as leaders.