himsel &
associates

LEADERSHIP POINT OF VIEW

LEADERSHIP POINT OF VIEW

Who are key people that have shaped and influenced your thoughts about leadership? *These could be family, coaches, mentors, bosses.* What did you learn about leadership from them?

What were significant events or turning points for you? *What did you learn about leadership or yourself from them*?

What are your leadership values/core beliefs that you feel strongly about – these determine how you behave as a leader. *First brainstorm a list and then narrow them down to 3 or 5 core ones*. Think about the values reflected in the people and events you learned from. When you communicate the values, you'll want to share a story about why that value is important to you.

What do you expect of yourself? How do you expect to behave as a leader. This lets others know your intentions behind your behavior. For example, a leader I worked with said that their role is to make the work life easier for their staff and to remove barriers to them doing their best work.

What do expect from others? This gives people clarity on how they can be successful under your leadership. For example, a leader I worked with said, " I expect that you'll tell me the straight story and never give me BS or tell me what you think I want to hear."

FINAL STEP

What are the core points of each of your responses? Write out what you want to share with your team.

PERSONAL REFLECTION

Are there any actions that you can take to close any gaps you may have?

Are there actions that you can take to reinforce values and/or expectations that you may not have recently focused as much on?

Other thoughts/actions?