

Design Your Leadership Philosophy: *Discover Renewed Alignment in Ambiguous Times*



Name:

Date:

Exploring Your Inner Compass



How do you remember **being** when you were 5 years old? **What do you recall /notice** now about your children at that age?

At what age do you recall starting to feel the weight of external pressures or expectations on you?

Think about the way you've been handling life's pressures lately. How would you describe how well you've managed them?



Inside-Out vs Outside-In Leadership

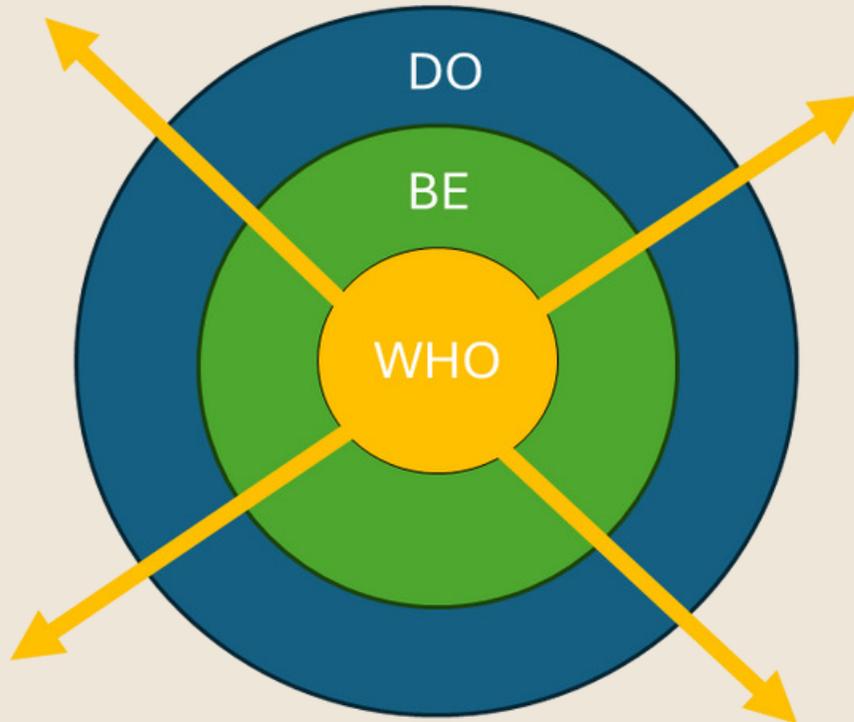


	A	or	B
1	 <p>Calm, clear, and centered decision-making <i>Example:</i> I trust my inner knowing/intuition to guide me during uncertainty.</p>		 <p>Reactive and chaotic decision-making <i>Example:</i> I am constantly reacting to fires instead of creating conditions to be proactive.</p>
2	 <p>Values-driven confidence <i>Example:</i> I know who I am and what I stand for, so I act with clarity and purpose.</p>		 <p>Self-doubt and people-pleasing <i>Example:</i> I regularly seek validation from others or feel guilty saying no.</p>
3	 <p>Empowered and transparent growth <i>Example:</i> I create the conditions for success by holding my boundaries and asking for what I need.</p>		 <p>Exhaustion and burnout <i>Example:</i> I believe in 'no pain, no gain' and don't like burdening others by asking for help.</p>
4	 <p>Meaningful, lasting impact <i>Example:</i> I focus on impact, not optics. I measure success by the value I create, not the attention I receive because I see my worth.</p>		 <p>Chasing titles and recognition <i>Example:</i> I'm focused on looking successful, even if it drains my energy and joy.</p>

What do your checkmarks tell you?

How do your responses relate to the area you'd like to change or feel differently about?

Exploring Your Inner Compass



WHO your north star, your anchor, and essence. Core traits of your personality, values, strengths- always available to you. Most of your important life decisions come from this place when you are intentional about accessing it. If everything you do were taken away from you, these qualities would still be evident. **(Changes the least over time).**

BE is about your energy/presence, how you show up and interact with others—your attitude and the way you show up. **(Can depend on the situation and what part of your WHO needs to show up)**

DO - are the intentional actions you take (or resist taking. It's what you choose to do to move forward in the direction of your goals/what you want. **(Can change frequently depending on what's required in the moment)**

Exploring Your WHO

Based on your reflection:

What qualities were most alive in you?

What values were being honored without having to think about it?

What was naturally clicking?

What part of yourself felt most true, natural or consistent - something you'd want to bring to any role, situation or experience?

Complete the sentence: "***At my best I am_____guided by values like_____.***"

Exploring Your BE

If someone were to observe you in those moments, at your best, how would they describe you? Your energy and presence?

How did you make others feel around you?

What attitudes or ways of being were you radiating that shaped the experience?

Complete this sentence: **"I show up with_____which helps me_____."**

Exploring Your DO

Again, reflecting on your alignment high moments:

What actions or behaviors were you demonstrating?

What actions and behaviors are most consistently aligned with how you want to show up and who you want to be?

What actionable commitments can you make to yourself and others to bring this philosophy to life in your day-to-day?

Complete this sentence: "I commit to....so that..

Your Calibrated Compass:



My Leadership Philosophy Is:

After reading it aloud, take a deep breath. How do you feel?

Using Your Philosophy



Reconnect – How far do you feel now from that feeling you said you wanted?

Integrate – How and where can you apply your philosophy to thrive in your day-to-day?

Share – Who will you share your philosophy with?

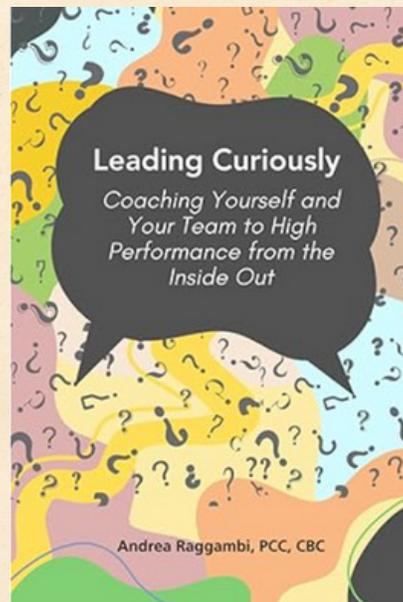
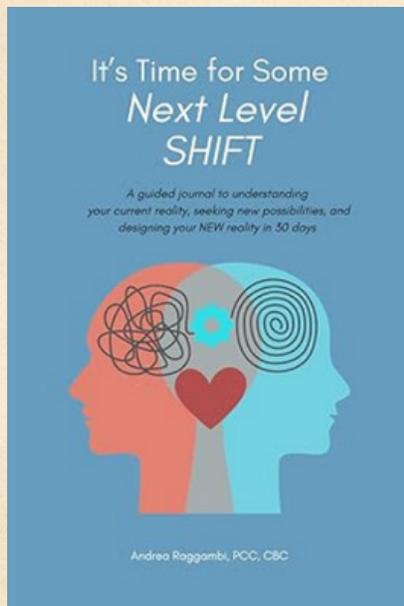
Sustain – When and how will you revisit your philosophy to ensure it still feels aligned?

Thank You!

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