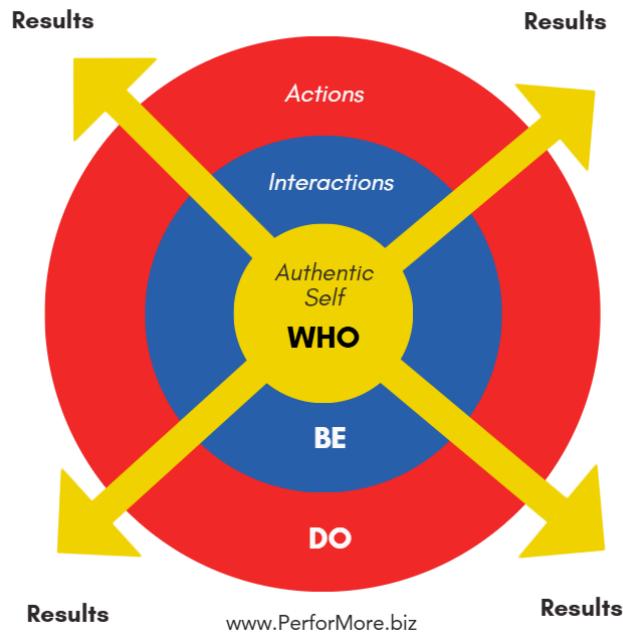


Leadership Philosophy Worksheet



This worksheet will guide you through the WHO-BE-DO model to help you develop a leadership philosophy that reflects your core values, intentions, and actions.

By defining WHO you are, how you want to BE, and the actions you will DO, you will create a guiding statement that you can rely on in your leadership journey.



WHO-BE-DO helps you connect your inner beliefs and values with your external actions and behaviors as a leader. It aligns who you are with how you show up and what you do to create a clear, authentic leadership philosophy that others can trust and follow.

WHO - Your Core Identity (Authentic Self)

WHO focuses on self-awareness, knowing your values, strengths, beliefs, and the unique qualities that define who you are as a person which guide your behavior, especially in difficult times. Knowing these ensures that your philosophy aligns with your authentic self.

BE - Leadership Presence - How You Show Up and Engage with Others

Once you understand your core values, how you are BEing guides you to bring these values to life in your daily interactions with others. BE is focused on your social awareness, presence, and the relational energy you bring to others. How you show up greatly impacts your reputation, reflects your leadership presence, and how you build and cultivate relationships.

DO - Aligned and Intentional Action

DO is where your WHO and BE translate into action to achieve results and is about commitment, taking specific, intentional actions that bring your WHO and BE to life. This is where you model behavior in line with who you are based on how you want to be perceived by others. This step requires intentionality and consistency, but it's what ultimately gives your leadership credibility.

Crafting Your Leadership Philosophy Statement

This worksheet will guide you through the WHO-BE-DO model to help you develop a leadership philosophy that reflects your core values, intentions, and actions. By defining WHO you are, how you want to BE, and the actions you will DO, you will create a guiding statement that you can rely on in your leadership journey.

Answer the following questions

WHO – Understanding Your Core Identity:

- What are my 2-3 most important values? (*Reference the Values Worksheet*)
- What strengths support my leadership capabilities?
- What beliefs might prevent me from leading authentically?
- What do I want people to say about who I am as a leader?

Crafting Your Leadership Philosophy Statement

BE – How You Show Up and Engage with Others:

- How do I want others to experience me and my leadership style?
- How do I want to respond to challenges, feedback, or setbacks while staying true to my values?
- What do I want people to say about their interactions with me?

Crafting Your Leadership Philosophy Statement

DO – Taking Aligned and Intentional Action:

- What actions reflect my WHO and BE as a leader?
- What consistent actions can I take to lead effectively and gain trust?
- How do my actions align with the leader I aspire to be?

Crafting Your Leadership Philosophy Statement

Writing Your Leadership Philosophy Statement:

Combine elements of your WHO, BE, and DO reflections into one or two sentences that encapsulate your approach to leadership.

Leadership Philosophy Formula:

"I value (WHO: Core Values) and bring (WHO: Key Strengths) to my role. As a leader, I strive to (BE: Intentional Behaviors/Interactions) to create an environment where (Desired Impact on Team). My goal is to (DO: Commitments and Actions) to foster (Result or Outcome for Team)."

Example 1: "I value integrity, growth, and empathy and bring strong listening skills and a collaborative mindset to my role. As a leader, I strive to create an open, inclusive environment where everyone feels valued. My goal is to lead with transparency, model accountability, and encourage continuous learning by being accessible and keeping my promises and commitments, helping my team build trust and achieve meaningful results."

Example 2: "I value curiosity, respect, and excellence and leverage my strengths in critical thinking and mentorship to guide my team. I aim to engage with empathy and curiosity, listening deeply and being open to new perspectives. I'm committed to providing clear direction, fostering innovation by allowing my team to embrace mistakes, and supporting a culture of collaboration, where everyone is motivated to perform at their best."

Write Yours: