

# Leading Curiously

## Worksheet: Foundation Setting

**Name:**

**Date:**

### Leading Through Values

Your values are the guiding principles that shape how you lead. They define your standards for decision-making, communication, and how you respond to challenges. Leading through values allows you to navigate complex situations with greater confidence and consistency, as you can always return to these internal standards. When you're clear about what matters to you, you're able to lead with purpose, and your team will feel that clarity.

### Using the core values worksheet, answer these questions:

What are your top 3-5 personal values?

How would you define each of them – what do they mean for you?

How do these values show up in your leadership style? Provide examples of how you live these values in your day-to-day interactions with your team.

**Leading Curiously: A Leader's Handbook to Drive  
High Performing Teams Through Coaching**

**Aligning Actions with Values:**

Rate on a scale of 1-10: How consistently do you align your actions with your values when leading yourself and others?

Identify one specific situation where you felt most aligned with your values as a leader. What was the outcome?

Identify a situation where you felt misaligned. What caused the misalignment, and what would you do differently next time?

### **Your Leadership Philosophy:**

Your leadership philosophy is the overarching framework that informs how you guide others. It's shaped by your values, experiences, and beliefs about what makes leadership effective. When you have a well-defined leadership philosophy, it serves as your compass during times of uncertainty. It also clarifies what you stand for and how you aim to lead your team to success.

Define your personal leadership philosophy in a few sentences.

How does this philosophy guide your decision-making and behavior?

What aspects of your philosophy do you want to emphasize more in your daily leadership practice?

**Authentic Leadership:**

Authenticity is the key to sustainable leadership. When you lead authentically, you bring your true self into your role, which not only enhances your own well-being but also encourages others to do the same. Authentic leaders create psychological safety, inspiring their team members to show up fully and contribute their best. Authenticity doesn't mean being perfect—it means being real. Acknowledge your strengths, challenges, and growth areas, and lead with openness.

Reflect on a time when you showed up authentically for your team. How did it impact your team's performance or morale?

Identify one area where you feel challenged to show up authentically. What barriers do you need to address to lead more authentically?