

Leadership Development: Starting Point

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This reflection is the beginning of your development plan. There are no right answers. Consider where you are today, what you want to strengthen, and the kind of leader you want to become.

01 Where Am I Now?

What is going well in my leadership right now?

What feels most challenging, frustrating, or draining?

Where do I feel most confident in my current role?

Where do I feel least confident or find myself second-guessing?

02 Where Do I Want to Grow?

If our coaching work were highly successful, what would be different 6–12 months from now?

What are three areas of leadership development I would most like to work on?

1.

2.

3.

03 Where Does My Leadership Show Up?

Consider the places where your leadership has the greatest impact.

My Team: What do I want my staff to experience from me as their leader?

My Peers: How do I want to show up with other managers and colleagues?

My Leader: What would I like to strengthen in how I communicate, advocate, or work with my own leadership?

Myself: What do I need to strengthen or change to lead well without losing myself in the role?

04 Looking Ahead: My Development Touchpoints

Identify three touchpoints, or “time horizons,” for your development. You may use the examples below or choose three that feel more meaningful to you. At each touchpoint, imagine yourself stepping into that future moment. Consider:

- Where are you professionally?
- Where are you personally?
- What are you doing differently?
- What have you learned, developed, or accomplished?
- What have you gained: skills, experiences, confidence, relationships, opportunities, or something else?
- How do life and leadership feel different from where you are today?

Be as specific and expansive as you can. Don't limit yourself to what feels immediately achievable. The goal is to create a picture of the future that feels compelling enough to draw you toward it.

3 MONTHS —

6 MONTHS —

12 MONTHS —
