

Earn the Right to Lead

Step 1: Reflections

Consider the following questions and answer them below. Add and answer any additional reflective questions important to you.

- What did I do for myself last year?
- What personal relationships did I enrich, strengthen or create?
- What did I accomplish that makes me most proud?
- What role did I play in developing one of my direct reports? How did they develop?
- What did I do to develop myself and how did I develop?



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Step 2: Vision

Consider the following questions and answer them below. Add and answer any additional reflective questions important to you.

What is my personal vision?

What is my professional vision?

What is my vision for the organization?



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Step 3: Chart Your Actions

- 1. Review your answers from Steps 1-2. Are there any connections or themes between your two sets of answers. Note any similarities below.
- 2. Ask yourself: *What actions or steps must I take to achieve my personal, professional and organizational vision for 2019?* List these below.
- 3. If you listed more than five action items, circle your top five. These are the most important actions you should take in the new year and should ideally be a mixture of personal, professional and organizational.

