ASSESSMENT: Inner Work of Leadership

Our capacity to understand and care for ourselves has a direct and fundamental impact on everything we do as leaders and agents of change. When we know and respect our own wisdom, we are more likely to give the best of ourselves to our work; build authentic, lasting relationships and navigate the myriad of choices for action available to us. Think about the statements below. How true is each one for you? Rate each statement on a scale of 1-5, 1 being not true at all and 5 being very true.

values and purpose
___ I can clearly articulate my values.
___ I know which three values are non-negotiable.
___ My life purpose is clear to me.

basic habits
___ I usually get enough sleep.
___ I eat well most of the time.
___ I exercise regularly.
___ If I have an addiction, I’m finding ways to face it.

rest and reflection
___ I take time at the end of each day to unwind and free, solo time every week.
___ I take time off for vacation and/or retreat on a regular basis.
___ I make time for reflection through prayer, journaling, etc.
___ I know what is fun for me and I do these things.

boundaries
___ I’m good at saying “no” sometimes.
___ I use my power wisely.
___ I say what I mean to say.
___ The risks I take are conscious.

connecting
___ It’s easy for me to appreciate and praise other people in my life.
___ I have the capacity to build strong relationships across lines of difference.
___ I can pay careful attention for a long period of time.
___ Many of my commitments are based on mutual destiny.

conflict
___ I work with conflict in a productive way more often than not.
___ I can distinguish between systemic anger/frustration and personal expressions of that.
___ It’s easy for me to envision a broad range of possible outcomes and approaches to problems.
Inner Reflection on Leadership

**Building relationships across lines of difference**
It’s hardest for me to connect with people who:

In these situations it helps me to:

**Understanding and living from core values**
The values, beliefs or convictions I have never wavered from are:

I bring these to life on a regular basis by:

**Sustaining oneself for the long haul**
I sustain my energy by:

I feel depleted when:

**Claiming your leadership task**
My current leadership task can be defined as:

My commitment to this is nurtured by:

**Handling conflict and risk**
In conflict situations, I tend to:

I’m most comfortable in conflict when:

I am more likely to take risks when:

**Using power wisely**
I’m guided in using my power as a leader by:

I’m afraid of power when:
**Working skillfully with fear, grief and anger**
My most common responses to these primary emotions are:

My most effective responses are:

**Sharing compassion**
I tend to feel most compassionate when:

The biggest challenge to compassion for me is:

**Strengthen a moral code**
How would you describe your understanding of right and wrong?

Do these terms even work for you? What else would you use?

**Holding complexity**
I’m more likely to honor a foreign or opposite perspective when:

When I disagree I tend to:

**Turning information into wisdom**
I process the information received from people, paper, and events by:

My favorite time or method of reflection is: