# The Leadership Lens

*Exploring your leadership style and impact. Reflecting on these questions will build resources for you and for those you lead.*

Name:

Date:

1. If your crew or peers had to describe your leadership style in one word – what would they say?

1. Who is someone on your team or someone in your life that shows leadership potential? What traits have you noticed?

1. What is one growth opportunity you could offer someone on your team this month?

1. Who mentored you in your career, and what did you learn from them?

1. If you had to step away tomorrow, who could step in – and what would they need to be ready?

1. What’s one leadership skill you wish you had learned earlier?

1. What’s one sign you notice in yourself when you’re under stress?

1. What’s one small change you’ve made – or could make – to improve your work/life balance?

1. What does a resilient team look like in action?

1. Who’s someone you turn to when things get tough – and how can we make that kind of support more available to others?

1. What wellness initiative would you most like to see added or improved?

1. What’s one message you’ve received recently that was unclear? How could it have been improved?

1. What’s an action someone has taken during a conversation that lets you know, or made you think, they weren’t listening?

1. What’s one thing you’d want to cover in every team briefing?

1. What’s the best feedback you’ve ever received – and why did it stick with you?

1. What’s one way your team collaborates well – and one area where collaboration could improve?

1. If you had to switch roles with someone on your team for a day, who would it be – and what would you want to learn?

1. What are your top priorities? What are your team’s top priorities? How are they different?

1. What’s one recent win your team had – and how did you celebrate it?

1. What’s one leadership skill you’ve been meaning to strengthen?

1. What feedback would have helped you the most early in your career? What would help now?

1. What’s one professional development opportunity you’d like to pursue this year?

1. What’s one leadership lesson you’ve learned in the past year?

1. What’s one leadership goal you’ve set – or want to set – for the next quarter?

1. What are 2-3 action steps you could take this week to work towards completion of your goal?

1. What’s one way you currently measure your leadership impact?

1. Can you think of a time when adjusting your approach led to a better outcome?

1. What’s one leadership habit you can commit to practicing daily for the next 30 days?

1. What’s one performance metric your team tracks regularly – and how does it reflect leadership?

1. What’s one way you’ve seen morale improve – or decline – on your team, and what caused it?

1. What’s one piece of feedback you’ve received that helped you become a better leader?

1. Think of a recent operation or project – what worked well, and what slowed things down?

1. Who on your team has grown the most in the past year – and what helped them get there?

1. What’s one training course you’ve taken that made a lasting impact on your leadership or performance?

1. Who’s someone outside your department that you’ve learned from recently?

1. What’s one book or article you’d recommend to someone stepping in to a leadership role?

1. What’s one tool or resource you use regularly that helps you lead more effectively?

1. Am I creating clarity or confusion?

1. Am I building trust or control?

1. Am I developing leaders or just followers?