

Review – Reflect – Respond

Review the results from your Self-Assessment Worksheet (or your *Leadership Behavior DNA Assessment*) and reflect on your natural talents and the related characteristics that are typical for your Traits. Then, use the following outline and questions to capture, reflect, and respond to your three strongest Traits and their related strengths and struggles. These insights will be the foundation for your Personal Development Plan (PDP).

Strengths to Highlight. Considering all that you have discovered about your natural Traits, what are three key strengths that you want to capitalize on at this point in your work/life?

Strength 1. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Strength 2. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Strength 3. _____

- What are some situations when this strength will be the most helpful?
- What will that look like to you?
- How can you guard against overusing this strength?

Struggles to Address. Considering all that you have discovered about your natural Traits, what are three key struggles that you want to adapt and manage at this point in your work/life?

Struggle 1. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Struggle 2. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Struggle 3. _____

- In what situations does this struggle most often arise?
- How could you adapt to be more effective? What skill do you need to gain?
- How will you know when you're making progress?

Leadership Balance

Results/Mission-oriented ←————→ **Relationship/People-oriented**

1. Reflect on what you have learned in the *Leadership Behavior DNA* book (or on page 12 of your LBDNA assessment, if you have completed it), and then review the two lists below and decide:
 - a. Which side is your natural strength? _____
 - b. Which side is more of a struggle? _____

Results-oriented	Relationship-oriented
Big Picture, Visionary, Strategic	Good Listener
Straightforward, Give Clear Expectations	Care, Connect to show Concern for Others
Strong Focus on Tasks, Good Problem-solver	Trust People to Do the Job
Decisive, Give Direction, Firm	Supportive, Lend a Helping Hand
High Standards & Clear Goals for Self/Others	Take Time to Develop People
Hold People Accountable	Give Encouragement & Positive Feedback

2. What are two things from your Struggle list above that you could work on to gain a better balance?
 - i. _____
 - ii. _____

How do these relate to your Struggles identified above in your three strongest Traits?

3. How will you respond and grow?

Given your responses above, do you think you have an authentic and objective perspective of your talents for leadership?

Usually, it's very helpful to discuss this information with someone who knows you well and also get their feedback.

Leaders rarely grow in a vacuum and development is best done in community with others.

Who could you share this info with? _____, _____

Who could support you in your ongoing development? _____?

Congratulations on attaining more self-awareness.

This is the essential ingredient for your journey toward becoming a great leader.