

LESSONS LEARNED AND **A LOOK AHEAD**

A Year in Review - 2022

Review your year to date and list the important events month by month. Highlight the positives that have taken place or those things that were truly monumental in your 5 circles of influence (self, family, team, organization and community).

(Examples: March – My son got his drivers license; June – New monthly retainer client; July - lost our family pet; December - Successful work project)

Month	Positive Events	Negative Events
January		
February		
March		
April		
May		
June		
July		
August		
September		
October		
November		
December		

The Grateful Leader

Great Leaders are Grateful and share their Gratitude

I'm grateful for:

Action to share my gratitude

Lessons Learned

Thinking through your work relationships and/or personal relationships, what lessons have you learned?

Name	Lesson learned
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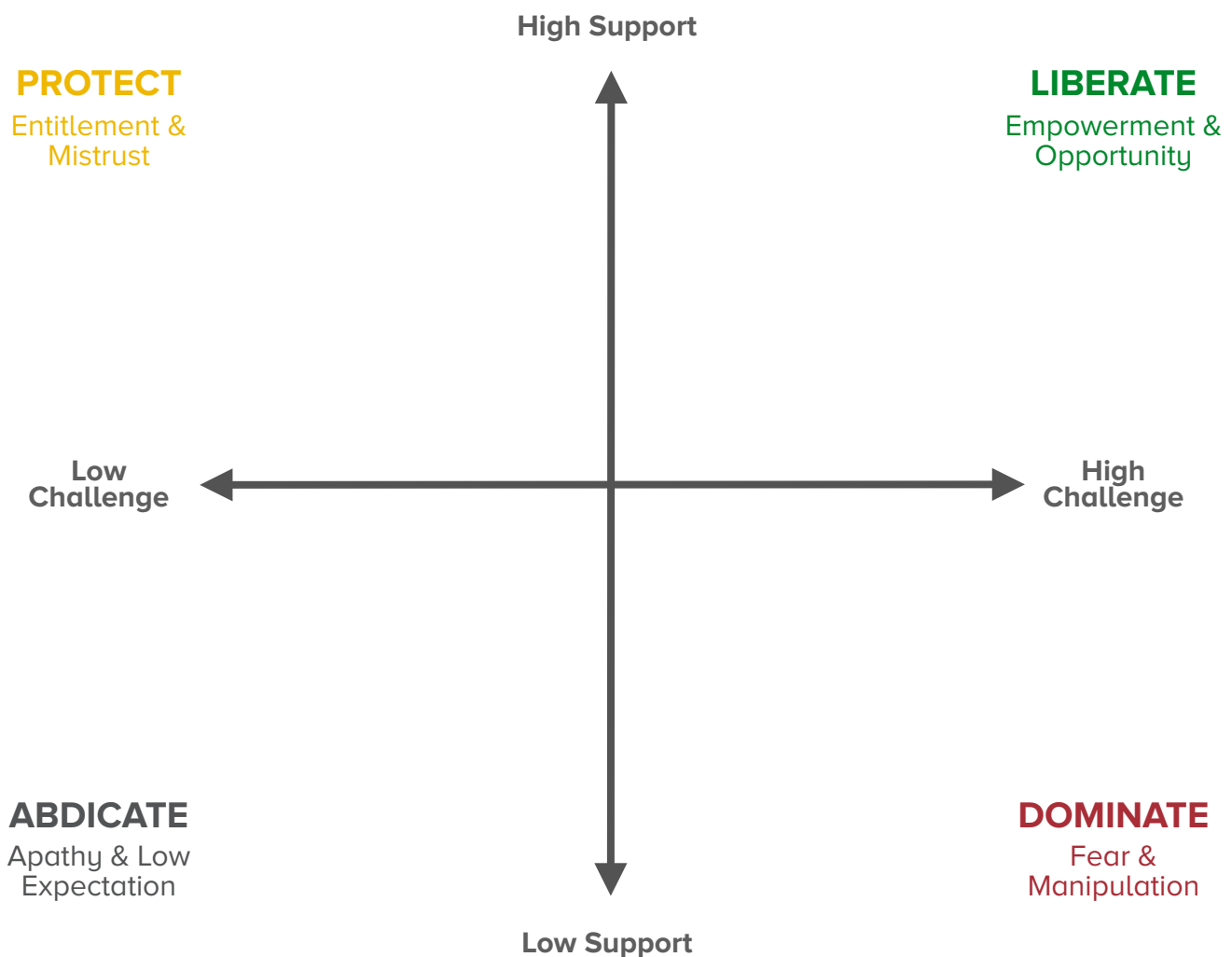
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List three changes you are ready to make or positives you want to repeat?

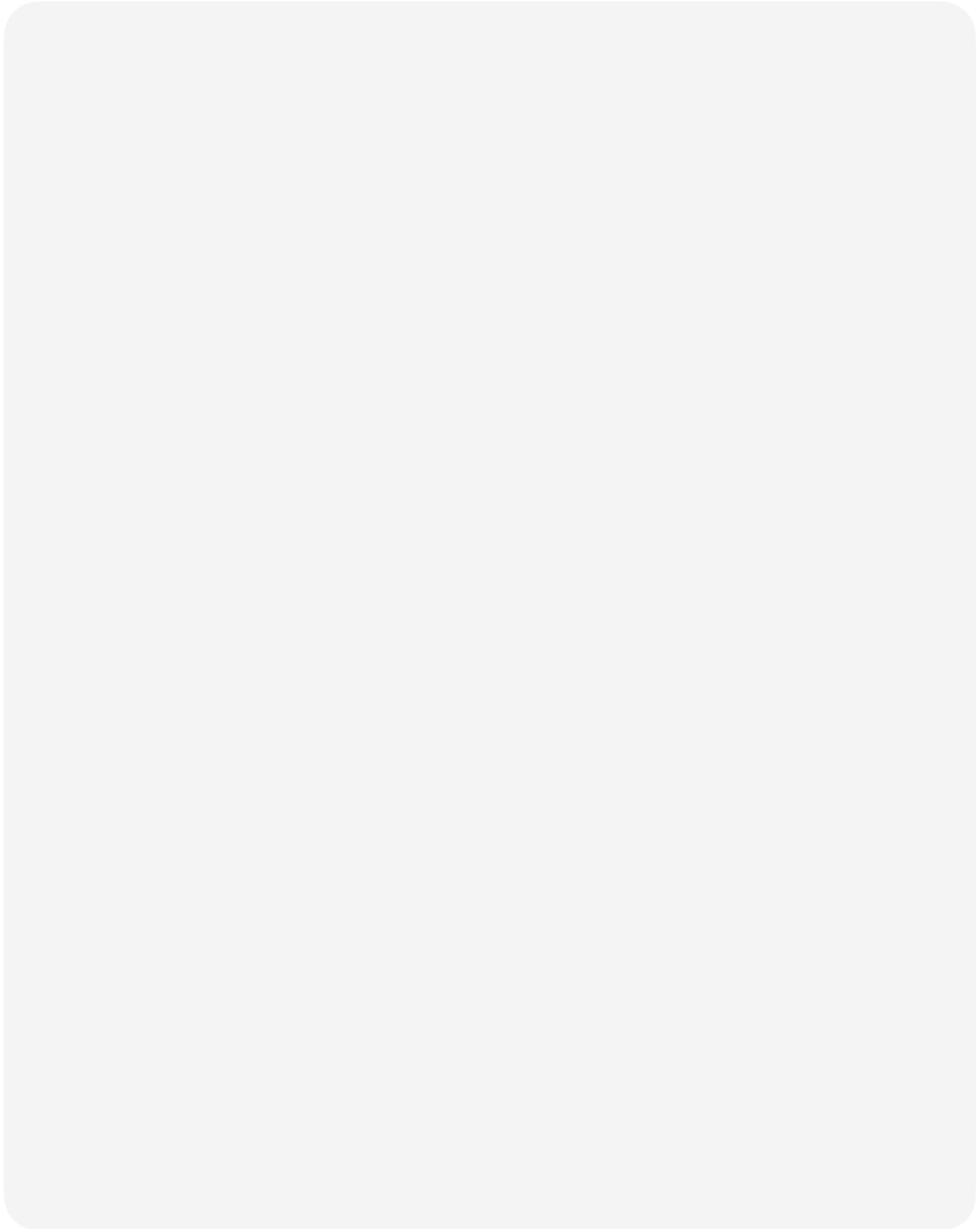
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- 2.
- 3.

Think of the people you lead (or your coworkers)

1. List the names of the people you lead (or 3 people you work with).
2. Use the Support Challenge Matrix and plot where you believe you are for them.
3. Use the next page to write out ideas for each of them for how to more effectively calibrate support and challenge.



Support/Challenge Matrix Inventory



Look back at yourself as a Leader this past year:

1. Answer this question: What has it been like to be on the other side of me?
2. Ask one person from your team, one family member and a friend what it's like to be on the other side of you.
3. Use the next page to write out what you are going to change in regards to yourself as you lead in the year ahead.

LEADER MIRROR

What is it like to be on the other side of me?

Reactive Proactive

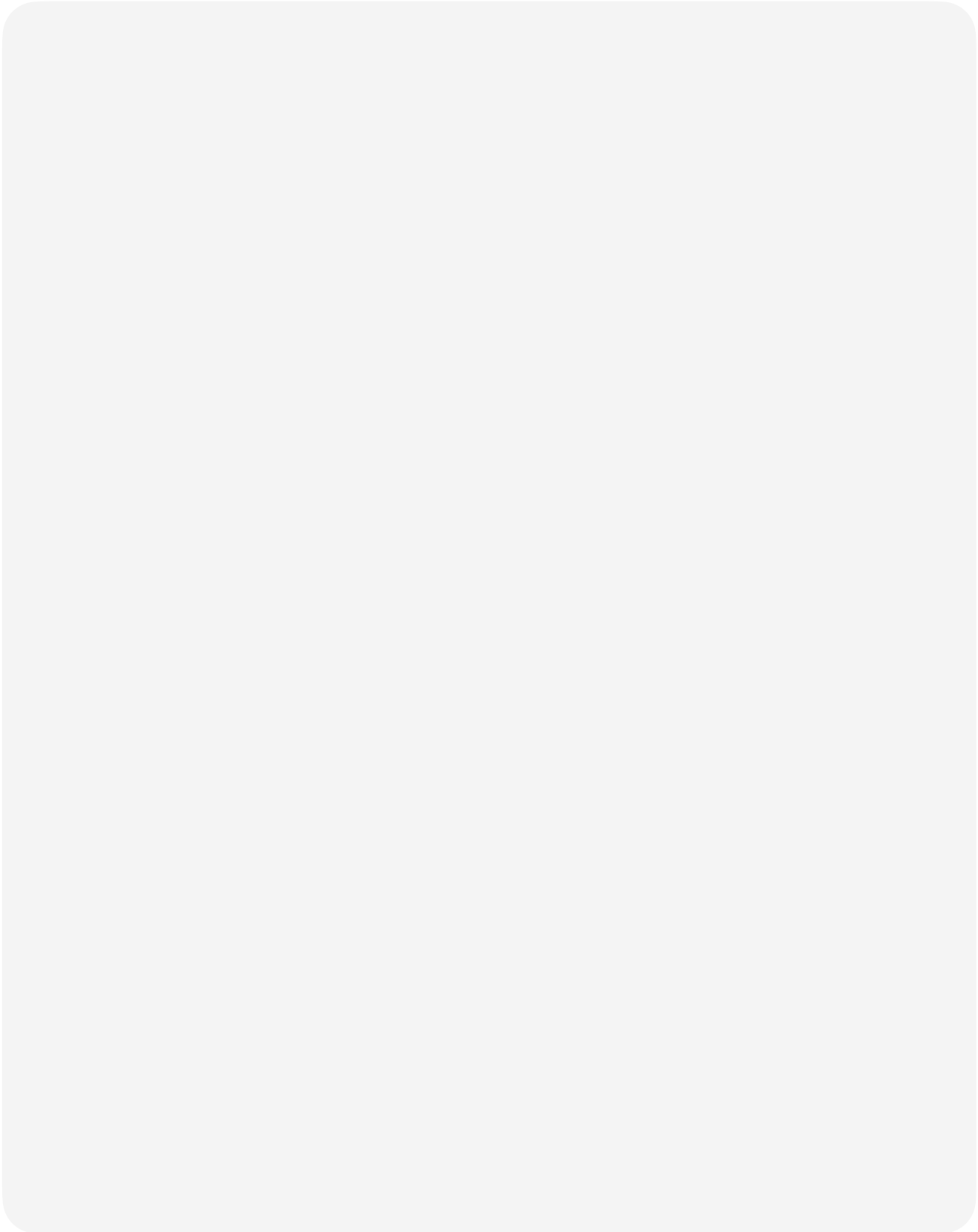
Accidental Intentional

Inconsistent Consistent

GiANT

© Pub House 54

The Leader Mirror Inventory



A Look Ahead: A “Year of Peace”



Your Peace Plan

Capture your %’s currently. Give yourself a ranking of 1-100 (with 100 being the highest level) on each of these five areas:

Purpose	<input type="text"/>	Overall Index <input type="text"/> %
People	<input type="text"/>	
Place	<input type="text"/>	
Personal Health	<input type="text"/>	
Provision	<input type="text"/>	

A Look Ahead

Thinking through each “P”, what changes need to be made for a more peaceful 2023?

Purpose

People

Place

Personal Health

Provision

Notes

A Look Ahead

Liberating leaders do the following. As you approach a new year, ask yourself if you have mastered these things:

1. They create a trusting relationship with those they lead.
2. They have a clear understanding of their team's different personalities and what each team member needs from their leadership.
3. They are excellent communicators and listeners.
4. They provide feedback and guidance tailored to each person they lead based on their needs and development goals.
5. They are comfortable in having difficult conversations.
6. They are action-oriented, encouraging their team to take action.
7. They are open to feedback and criticism, and use it to improve their leadership.
8. They seek out continuous learning and development.
9. They have a passion for helping others reach their potential.
10. They are responsive, proactive, intentional and consistent.
11. They fight for the highest possible good in those they lead.
12. They are humble, secure and confident.

Which of these do you still need to master?

