



Show Up & Lead! SERIES

Being a leader is challenging, and it is DIFFERENT now that you are responsible for a team of people. You are not just trying to get compliance, but BUY-IN, PASSION, and BELIEF from your team members.

Take time to think about this question DEEPLY. As a new leader, what do you want and need to learn?

This week, take time to assess your Leadership Skills by answering the questions below:

LEADERSHIP SKILL	WHAT'S IMPORTANT TO YOU ABOUT IT?	WHAT ARE YOUR STRENGTHS?	WHAT ARE YOUR OPPORTUNITIES TO IMPROVE?
-Leadership Effectiveness			
-Communication and collaboration			
-Performance Coaching			
-Employee Delegation and Empowerment			
-Priority Management			
-Dealing with Conflict			

Additional notes:

LEADERSHIP EFFECTIVENESS starts looking within yourself. **You are the only one who can change you. You are the only one who can have the drive to be a great leader.** As part of your assessment, evaluate yourself on the 4 Gatekeepers by rating yourself on a scale of 1-4 beside the descriptions:

4=I am excellent at managing this gatekeeper- not a problem for me

3=I manage this gatekeeper most of the times but sometimes I struggle with it

2=I have some trouble managing this but I have been trying.

1=I do not manage this gatekeeper well at all. I need help!



Leadership Gatekeepers



_____ **Affinity** – the need to belong. As a leader, this is when you say “yes” to everything because you don’t want to go against the grain and risk someone not liking you. You can look at affinity as being too agreeable as a leader.

_____ **Success**. Success shows up as a gatekeeper in leadership with things such as “no, we’ve already tried that before and it didn’t work so we’re not going to do it again.” Or “no, we’re not going to change that because it’s worked this whole time, so why change it now?”

_____ **Knowledge**. As leaders, we often feel like we have to have all the answers before moving forward with a decision. This can be a huge hindrance to our employees who are waiting on us to move forward.

_____ **Order/Structure**. Often times as leaders, we feel like we need to have complete control of our employees and the situation. This can lead to micromanaging. It can also lead to lack of delegation because you feel as though you can do it better.

Jot down some items below that you want to **START** doing, **STOP** doing, and **CONTINUE** doing.

START

STOP

CONTINUE

Now, narrow down your focus and decide on the top **two goals** you would like to tackle over the next month.

1. _____.

2. _____.