

# QUESTIONNAIRE

# THE ART of LEADING

*Truth Love & Empathy*

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**February 2024**

## **CHAPTER ONE:**

# **The Significance of Love in Leadership: Cultivating Resilient Success**

**How do you define love in the context of leadership, and how can it contribute to successful leadership?**

**In what ways can leaders demonstrate love for their followers or employees, even if they don't necessarily like them?**

**How can a leader's focus on the outcome and outputs of their work align with their love for their employees, and how can they balance these two perspectives?**

**What are some potential consequences of leading with a focus solely on hitting numbers or achieving outcomes, without considering the well-being and best interests of employees?**

# **CHAPTER TWO: Cultivating Empathy, The Heart of Inclusive Leadership**

**What are some examples of empathetic leadership that you have experienced or witnessed?**

**How can a leader create a workplace culture that values empathy and encourages its practice?**

**How can leaders navigate situations where their decisions may hurt someone's feelings despite their best efforts to be empathetic?**

**How can empathy positively impact organizational performance and employee engagement?**

# **CHAPTER THREE:**

## **Building Trust and Respect: The Vital Role of Honesty in Leadership**

**In what ways can a lack of transparency erode trust between leaders and their employees? How can transparency be improved?**

**How can leaders ensure that they are modeling the behavior and values they expect from their employees?**

**How can leaders rebuild trust with employees who have lost faith in them due to dishonesty or lack of transparency in the past?**

**How can leaders identify and address their own biases or blind spots when it comes to communicating truthfully with their employees?**

# **CHAPTER FOUR:**

## **Embracing Vulnerability: The Power of Transparent Leadership**

**How have you been conditioned to hide your weaknesses and only highlight your strengths?**

**Do you think that transparency about weaknesses can help develop trust between leaders and their team members? Why or why not?**

**How can leaders create a safe space for team members to share their weaknesses and insecurities?**

**How can leaders effectively develop team members in areas where they may have weaknesses?**

# **CHAPTER FIVE:**

## **The Power of Authentic Leadership: Unleashing Full Potential**

**On a scale from 1 to 10 how authentic do you feel you are at work?**

**What are some ways you feel being authentic would create problems for your professional growth?**

**How do you think diversity and inclusivity can impact leadership and organizational success?**

**Think of a current or recent event in which leadership played a significant role. How do you think the leader(s) involved handled the situation, and what could they have done differently?**

## **CHAPTER SIX:**

# **Embracing Your Calling and Intrapreneurship**

**What is your definition of a calling? Do you feel that you are currently pursuing your calling?**

**How do you balance personal growth and career advancement? Do you prioritize one over the other, or do you strive to achieve both?**

**How do you approach intrapreneurship in your organization? Do you actively seek out new opportunities and ideas, or do you wait for them to come to you?**

**Do you believe that having a greater impact is more important than financial benefits and work-life balance when it comes to career growth and advancement? Why or why not?**

## **CHAPTER SEVEN:**

# **Achieving Work-Life Harmony**

**How do you define work-life harmony? Has your definition of work-life balance changed after reading this chapter?**

**How can you find meaning and significance in your work, even if it's not your dream job?**

**How do you prioritize your time between work and personal life? Are there any changes you could make to achieve a better balance?**

**How does the economy and work culture in your country affect work-life balance? What changes could be made at a societal level to improve work-life harmony?**



## **CHAPTER EIGHT:**

# **The Heart of a Servant Leader**

**Why is it important to be a good example as a leader, regardless of whether or not you get a benefit from that impact?**

**What are some basic ways to serve others, regardless of where you are within an organization?**

**Why is it important to be seen serving as a leader? How does it humanize you?**

**In what ways can serving others be difficult or challenging as a leader?**

# **CHAPTER NINE: Owning Success and Failure**

## **The Heart of Accountable Leadership**

**What would be your approach to giving credit to your team publicly?**

**How would you take responsibility for your team's failures as a leader?**

**How do you handle interpersonal conflicts and behavioral problems within your team?**

**What can you do as a leader to ensure that your team feels supported and valued, even in moments of failure or difficulty?**

# **CHAPTER TEN: Empowering Teams, Mastering Delegation vs. Deferring in Leadership**

**Have you ever struggled with delegating tasks to others? How did you overcome this?**

**How do you balance delegating responsibilities while still taking ultimate responsibility for the outcome?**

**How do you handle situations where your delegate makes a decision that you disagree with?**

**Have you seen examples of good delegation and leadership in action? What were the key characteristics that made it effective?**

# **CHAPTER ELEVEN: Developing and Terminating Employees, Nurturing Growth for Success**

**How do you feel about the idea of giving employees a performance improvement plan?**

**How do you balance the responsibility of developing your employees with the need to maintain a high-performing team?**

**What steps can you take to ensure that employees understand why they are being terminated and what they could have done differently?**

**Have you ever been terminated or fired from a job? How did the process make you feel, and what could your former employer have done differently to make the experience less confusing or anxiety-inducing?**

# **CHAPTER TWELVE: The Value of Transitioning Well, Escalate, evacuate, and retaining relationships**

**Have you ever experienced a bad boss or toxic work environment? How did you handle the situation, and did you provide honest feedback in your exit interview?**

**How do you approach leaving a job or organization? Are you more motivated by the potential for growth and development, or by your relationships with coworkers? How do you balance these factors when making a decision to leave?**

**In what ways can honest feedback from departing employees be valuable to an organization? Have you ever seen a situation where such feedback led to positive change or improvements in the workplace culture?**

**How do you maintain relationships with former coworkers after leaving a job or organization? Have you found that distance or time apart has affected these relationships?**

# **CHAPTER THIRTEEN:**

## **Embracing Leadership Evolution**

**Regarding personal exhaustion, how do you differentiate between ordinary fatigue and burnout, and what strategies can you implement to prevent it from hindering your effectiveness?**

**As a leader, how do you evaluate whether you're still operating at your prime? What signs or indicators help you recognize when it may be necessary to adapt your leadership approach or consider transitioning leadership responsibilities?**

**Consider your leadership legacy. How do you want to be remembered as a leader? What steps can you take now to ensure that your leadership leaves a positive and lasting impact on your team and organization?**

**As you bid farewell to the Leadership Lab, what are your key takeaways from this transformative journey? How do you plan to apply these insights and lessons to continue evolving as a purpose-driven and impactful leader?**