

# Thought Starters:

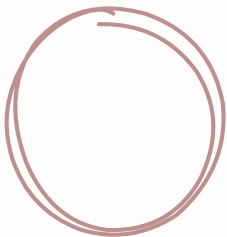
## Authentic Leadership

*A discussion guide to inspire reflection, honesty, and growth*

**Thought Starters** are powerful tools to spark meaningful conversations and deepen self-awareness around authentic leadership. By using these prompts, you can encourage open dialogue, reflect on personal values, and cultivate trust, transparency, and genuine connection within your team.

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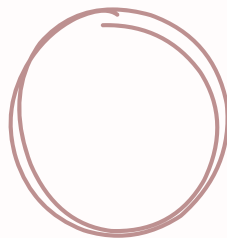
### Create a safe space



Begin by creating a safe and supportive environment where everyone feels comfortable expressing their authentic selves. Emphasize the importance of listening with empathy, speaking with honesty, and valuing the unique perspectives and experiences that build trust and genuine connection.

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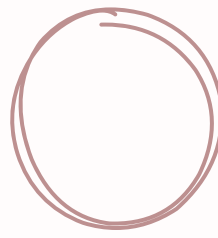
### Encourage Self-Reflection



Use the Thought Starters to prompt individuals to reflect on their own leadership values, behaviors, and how authentically they show up in their interactions with others. Encourage them to consider how authenticity influences trust, collaboration, decision-making, and the overall culture of the workplace.

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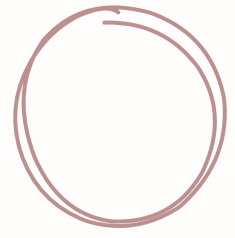
### Facilitate Group Discussion



Facilitate group discussions where participants share insights about authentic leadership. Use the Thought Starters to explore real experiences, challenge assumptions, and identify ways to lead with greater integrity and openness.

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### Take Action



Encourage participants to apply authentic leadership in daily actions—modeling honesty, accountability, and trust to foster a culture of genuine connection and purpose.

## Part I: The Anchor — Knowing Who You Are

 **Why This Matters** Authentic leadership begins with self-awareness — understanding your values, motivations, and beliefs, and using that awareness to lead with empathy and integrity. These thought starters are designed to spark honest conversations within teams, leadership groups, or personal reflection sessions. Use them as journaling prompts, team discussion questions, or leadership workshop openers.



### Reflect: Self-Awareness & The Anchor

What are the three core values that guide how you lead — and where did they come from?

How do you typically react under pressure? What does that reveal about your anchor?

When was the last time you adjusted your leadership approach to meet someone else where they were? What did you learn?

Which moments in your career have tested your authenticity the most — and how did you respond?

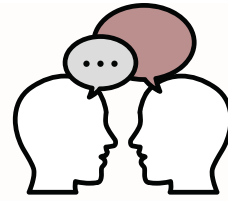


### Explore: Emotional Intelligence & Connection

How aware are you of your emotional triggers — and how do they impact your team?

What practices help you stay grounded, even when emotions run high?

When was the last time you had an honest, uncomfortable conversation that built trust instead of eroding it?



### Discuss: Leadership in Service of Others

What does “leading in service of others” mean to you?

How do you create psychological safety for your team — in words, actions, and decisions?

Think of someone who brought out the best in you. What did they do differently as a leader?

How can you balance authenticity with professionalism when leading in complex or corporate environments?



### Act: Bringing Authenticity to Life

Identify one small action you can take this week to lead more authentically.

Ask your team what “authentic leadership” looks like to them — and listen to their answers.

Revisit your anchor regularly. Your values don’t change often, but how you express them can evolve.

✨ **Remember: Authentic leadership isn’t about being perfect — it’s about being present. It starts within, but its impact is felt everywhere.** ✨



**AUTHENTICCULTURE**  
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