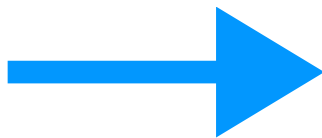


# Reflection Workbook

## The 4 lens Framework

*Capture what you've learned from your first 130 days - and how it shapes your next 130.*



*This workbook is your pause point. Use it to step back, connect the dots, and translate your first months of action into insight.*

*Each page explores a different reflection lens - complete them in one sitting or across several days.*



**Strategic**

**Personal**

**Relational**

**Cultural**

## Strategic

**Strategic Lens:** *What worked, what didn't, and what I've learned about direction and decisions.*

### Prompts:

- What's one decision you're proud of, and what made it effective?
- Describe one area where your strategy or focus needs adjustment.
- Explain what patterns or lessons are emerging about where to invest time or resources.

### Top 3 Insights from this lens

1

2

3

**Prompts:**

- **What's one personal habit that helped you lead effectively?**
- **Describe a challenge that tested your resilience. How did you respond?**
- **Explain what you've learned about your own energy, mindset, or triggers.**

Top 3 Insights from this lens

**1**

**2**

**3**



## Relational

***Relational Lens:*** *Who you connected with and how.*

### Prompts:

- Describe where you built the strongest trust and why.
- Tell me about one relationship that surprised you - positively or negatively.
- Explain where you need to spend more time building alignment next quarter.

### Top 3 Insights from this lens

1

2

3



## Cultural

***Cultural Lens:*** *What you've reinforced or reshaped.*

### Prompts:

- **Describe how your actions shaped team tone or culture.**
- **Tell me what behaviour or value you modeled intentionally.**
- **Explain what you'd like to continue reinforcing in the next phase.**

Top 3 Insights from this lens

1

2

3

# Pulling It Together

- If I could describe my first 130 days in three words, they would be.
- What will I intentionally carry forward?
- What will I consciously leave behind?

## My Leadership Statement for the Next 130 Days

*In the next 130 days, I will lead by...*

*"We don't learn from experience; we learn from reflecting on experience." - John Dewey*