



SEVEN QUESTIONS EVERY CALLED LEADER MUST ANSWER

A Powerful Executive Reflection Exercise

Seven questions designed to expose what matters now, confront what is misaligned, and convert calling into courageous leadership action.

CLARITY	ALIGNMENT	COURAGE	ACTION
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Leadership Is a Calling®
www.callingbasedleadership.com

A Called Leader Must Be Willing to Answer Honestly

These questions are not designed to produce impressive language. They are designed to produce truth, decision, and movement. Complete the exercise in one uninterrupted sitting. Write what is true before writing what sounds strategic.

EXECUTIVE USE

Set aside 30-45 minutes. Identify one decision, one conversation, and one action that must follow your reflection.

1

What am I truly called to lead in this season?

Calling may be enduring, but assignments are seasonal. Clarity requires naming the responsibility that belongs to you now - not every good opportunity available to you.

What people, problem, opportunity, or outcome currently demands my leadership?

Complete: In this season, I am responsible for...

The one assignment I must not neglect:

Clarity and Alignment

2

Who is my leadership meant to serve?

Calling-based leadership is measured by stewardship and contribution, not title or visibility. Name the people who should become stronger, freer, clearer, safer, or better equipped because you led.

Who specifically depends on the quality of my leadership?

What do they need from me that I am uniquely positioned to provide?

3

What must be aligned for me to lead with integrity?

A compelling purpose cannot compensate for misalignment between convictions, decisions, calendar, relationships, resources, and conduct.

Where is there a gap between what I say matters and how I currently lead?

What must I start, stop, strengthen, or surrender to restore alignment?

Courage and Capacity

4**What is this assignment requiring me to become?**

Every meaningful assignment demands more than skill. It calls for deeper character, stronger capacity, disciplined preparation, and a willingness to grow beyond the leader you have already been.

Which character quality must become stronger in me?

Which capability must I deliberately develop next?

5**What fear, comfort, or attachment is limiting my obedience?**

Called leaders often know more than they are acting upon. Fear of failure, approval, loss, conflict, exposure, or change can disguise itself as caution or timing.

What difficult truth or action have I been postponing?

What would courage require me to do if I stopped protecting my comfort?

Impact and Stewardship

6**What meaningful result must my leadership produce?**

Activity is not impact. Define the change your leadership is responsible for creating and the evidence that will demonstrate progress.

What must be different because I chose to lead?

What three indicators will tell me the assignment is advancing?

7**What must continue beyond me?**

Leadership reaches maturity when it develops people, practices, and structures capable of continuing without constant dependence on the leader.

Who am I intentionally preparing, empowering, or releasing?

What must I document, transfer, establish, or surrender so the impact can continue?

Executive Leadership Clarity Page

Reduce your reflection to the decisions that matter. If this page remains vague, return to the question that created the most discomfort.

**MY CURRENT
ASSIGNMENT**

The responsibility I must lead now

**THE PEOPLE I
SERVE**

Those who should benefit from my leadership

**THE REQUIRED
ALIGNMENT**

What must change in me or around me

**THE
COURAGEOUS
DECISION**

What I can no longer postpone

**THE
MEANINGFUL
RESULT**

What must become different

**THE LEGACY
MOVE**

What I will develop, transfer, or release

My leadership declaration:

In this season, I will lead _____ for _____ so that
_____. I will begin by _____.

The Next 72 Hours

Reflection becomes leadership only when it changes a decision, conversation, commitment, or action.

The decision I will make:

The conversation I will initiate:

The action I will complete:

Accountability

I will share this commitment with _____ by _____.

FINAL TEST

Does my next action honor the calling, serve the people, reflect my values, require courage, and move the assignment forward?

Your Calling Deserves a Decision

You do not need perfect certainty to take the next aligned step. Lead with the clarity you have, the character you are building, and the courage this moment requires.

CONTINUE YOUR CBLI JOURNEY

Go deeper with the Calling-Based Leadership® Textbook, Workbook, training experiences, and professional certification.

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