

Integral Design Thinking for Sustainability Management:
A Framework for Organizational Culture Change & Innovation
Dr. Maya Jaber

Integrated Leadership Reflection Worksheet

Blending Transformational & Servant Leadership for Sustainable Impact

Instructions: Use the prompts below to reflect on your leadership practice. You may wish to revisit this worksheet monthly or quarterly as your leadership evolves.

1. My Purpose & Vision

- What vision am I holding for the future?
- How does this vision serve others and reflect shared values?

✍ Notes:

2. How I Motivate and Influence

- How do I inspire others?
- Am I building trust through empathy and connection?

✍ Notes:

3. Developing and Supporting People

- Whose growth have I supported recently?
- Am I mentoring or managing? What's the difference in my approach?

✍ Notes:

4. My Decision-Making Approach

- Do I seek input from others regularly?
- Where have I balanced boldness with collaboration?

✍ Notes:

5. My Communication Style

- Do I practice deep listening?
- When I speak, do I energize and empathize?

✍ Notes:

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6. Power and Authority

- How am I sharing leadership?
- Who has the space to lead around me?

✍. Notes:

7. Culture I'm Creating

- What kind of environment am I cultivating?
- Are care, innovation, and inclusion visible here?

✍. Notes:

8. How I Lead Change

- Am I creating psychological safety during transitions?
- How do I encourage innovation without fear?

✍. Notes:

9. Ethics and Values

- What values guided my toughest recent decision?
- Where did I lead with humility?

✍. Notes:

10. My Legacy

- What impact do I want to leave on people and systems?
- What seeds am I planting now for long-term transformation?

✍. Notes: