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**Workbook B**

**Creating A Personal Vision For Yourself**

**(A Self-Discovery Activity)**

*Part Of A Continuing Program Of Individual Commitment*

*To Grow Leadership Skills*

*And Create A Leadership Culture*

Created by

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Hopkinton, NH

**Extending Your Personal Vision  
To Include Your Organization**

**(A Self-Discovery Activity)**

This section is the second part in creating your personal vision. It is a self-discovery activity designed to help you extend your personal vision to include your employer and your principal volunteer organizations—professional associations, community groups, church leadership positions, etc. This process starts with your basic personal vision, but now includes digging deeper into your passions and priorities and integrating the vision for your employer and the organizations in which you invest your time.

Please note that the purpose of this exercise is *not* to simply add the mission and vision of these organizations into your personal vision. Even if you are in complete agreement with the vision/mission, it would be like copying someone else’s vision statement—you can only manage from someone else’s vision. The purpose is to help you define your own vision for yourself within the context of the mission/vision. Only then will you have a true vision for yourself and be able to step out of management and into leadership.

Do not begin this exercise until you have completed and refined your basic personal vision in Workbook A of this self-discovery activity. Use the following steps to extend your basic personal vision into these new areas.

1. Consider the company’s mission and vision statements. If there is no statement or if actual practices and values are different, consider what the mission/vision is in reality.
2. Identify those parts of the mission/vision that best fit with your own personal vision, areas of giftedness, and areas of interest and passion.
3. Ask yourself, *“What is my vision for myself and my part of this organization within the organization’s vision/mission?”* Then write a mission/vision statement for you using words that are meaningful to you and add it to your personal vision statement, adjusting any priorities as appropriate. Remember that you lead from your own vision, but can only manage under someone else’s vision. Use the worksheet on the following page. Also remember that this is a *vision statement*, not a series of goals.
4. Use your personal vision for the organization in leading and communicating your passion and mission to the people you lead and influence.
5. This process may raise issues about the organization’s mission/vision such as differences between actual values and what is written. You may wish to raise these issues in your *position* as a manager in your organization or in your *role* as a leader regardless of your position.
6. Follow these steps for any organization where you have an active role as a volunteer leader or make major time commitment.

**My Vision For Myself In My Organizations**

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| --- | --- |
| Name of Organization | My vision for myself in my organization (considering the organization’s mission / vision) |
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**Extending Your Personal Vision  
To Include Your Vision For Leadership**

**(A Self-Discovery Activity)**

This is the third and final part in creating your personal vision. It is a self-discovery activity designed to help you extend your personal vision to include your approach to leading and influencing others regardless of the organization. This process is rooted in who you are as a person and what you have learned to bolt on to your management and leadership practices during this leadership development program. For most people, their vision for leadership is strongly influenced by what motivates and demotivates them, as well as their passions and priorities for what they want to leave behind—whether it is building people, building organizations, or creating something else of lasting value.

Use the following steps, which are simple tasks but require more profound thought, and write a personal vision for leadership.

1. Read Leading! Challenging! Changing! on the following page and answer the questions in the context of managing a part of an organization and being in the role of a leader.
2. Go back to your understanding of yourself—what motivates and demotivates you; what happens to you in conflict; how you react to change; how you deal with delegation, coaching, and mentoring; your areas of natural giftedness; how you take and control risk; and any other important element of what you prefer to do as a leader.
3. Remember that each person should have their own unique vision for leadership and that there is no one preferred leadership style. If you mimic someone else and their leadership, you can only manage. You truly are a leader when you follow your own vision for leadership and step out in your own leadership style.
4. Consider other important elements of your basic vision statement—for example, your vision for yourself in the areas of morals and ethics, professional involvement, etc.
5. Now write a vision statement for leadership and add it to the bottom of your personal vision statement. You can use the worksheet on page B-5. Remember this is a *vision statement*. It should not include goals.

**Leading! Challenging! Changing!**

***Questions to consider as a leader in defining your vision for leadership***

* Deep in my core being, what is important to me?
* What is lasting?
* How can I make a difference?
* What do I want to be or do?
* How do I want to live my life—to what end?
* How can I push out the boundaries in my life?
* How can I exceed my bonds—live my passions and beliefs?
* How can I overcome the impossible?
* How and where can I make my mark—on life, on others, on things around me?
* How can I communicate beyond my own lifetime—through ideas, by impacting people, by changing things, and by creating a living memorial in others?

Source: The Jennings Group

**My Vision For Myself As A Leader**

(Considering your personal leadership style and how you will grow leaders)

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