Quarterly Leader Reflection

The leadership work that happens afterward

Quarter:_____ Date:_____

This page is for you, not for your team. Use it at the end of each quarter, after your quarterly conversations are complete. Answer honestly, because the answers that feel uncomfortable are usually the ones that matter most. Remember that self-reflection is not self-blame, and some of what you notice deserves acknowledgment rather than correction.

Did I hold an intentional conversation with every person I lead this quarter? If not, who did not get enough of me, and why?

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Which commitments did I honor this quarter… and which ones did I let slip?

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Where did I listen well… and where did I talk too much or rush to solve?

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Is there a conversation I have been avoiding? What is it costing the person waiting for my honesty?

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Am I carrying something that does not belong to me… someone else's choices, reactions, or unhappiness?

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What did the people I lead teach me about leadership this quarter?

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What is one thing I will do differently in the quarter ahead?

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Year-End Leader Reflection

What leading these people is teaching me

Year: _____

You have spent this year investing in the people around you, seeing their potential, naming their strengths, and holding them accountable with grace. This reflection is for the leader you are becoming through that work. Take your time here and write honestly. Give yourself the same grace you have been learning to give the people you lead.

LOOKING ACROSS THE WHOLE TEAM

As I look across all of this year's conversations… what patterns do I notice?

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Who on my team received my best leadership this year… and who did not get enough of me?

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Who is thriving… and who is quietly struggling in ways I may not have fully addressed?

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MY STRENGTHS AS A LEADER

What did this year of intentional conversations reveal about my natural strengths as a leader?

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Where did my own natural wiring serve my team well… and where did it create blind spots?

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MY GROWTH EDGES

Where did I avoid a difficult conversation longer than I should have… and what did that cost?

Where did I lead from fear, from habit, or from convenience… rather than from intention and grace?

What is the growth edge I am most aware of… the one I can no longer pretend I do not see?

ACCOUNTABILITY… TO MYSELF

Where did I make commitments and not follow through… and what pattern does that reveal?

Who holds me accountable as a leader… and is that enough?

WHAT THIS YEAR TAUGHT ME

What did a specific person on my team teach me about myself that I did not expect?

How am I a different leader at the end of this year than I was at the beginning?

MY COMMITMENT TO THE YEAR AHEAD

What investment in my own development would make me a better leader for the people entrusted to my care?

What is the one commitment I am making to myself as I begin again?

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