



Do you have a leadership philosophy?

6 steps to create your leadership philosophy

1. answer the following questions

- what do you believe about leadership?
 - why do you believe this?
- who are you as a leader?
- who influenced your thoughts about leadership?
 - how?
- why do others follow you as a leader?
- what events have shaped your leadership journey?
- what are your leadership values?
 - how do they guide your leadership?
- your expectations:
 - what you expect of others?
 - what others should expect of you?
- what evidence do you have to support the effectiveness of your leadership philosophy?
- how are others different because of your leadership?
- what leadership challenges do you face?
 - how does your leadership philosophy stand up in the face of adversity?
- what metaphor describes your leadership philosophy?

What did you think about yourself as a leader before this exercise? Vs. what do you think about leadership after? How does this delta manifest in your leadership philosophy?



2. write your first draft

Prompts (use as you see fit)

- I believe the role of a leader is...
- My goal as a leader is...
- My main challenges of leadership are...
- My role as a leader is...

3. be aware of these points and pitfalls and write 2nd draft

- Be both reflective and specific
- Deep thinking - **No** bulleted lists
- **No** clichés
- Keep your balance (not overly critical or optimistic)
- Express how your beliefs are integrated and visible
- Use examples
- **No** jargon
- Differentiate between your philosophy and your methodology

4. discuss your leadership philosophy with others then revise your leadership philosophy based on leanings from discussions

5. share your leadership philosophy

6. live your leadership philosophy

Your leadership philosophy is a way of life. Like life, your leadership philosophy is constantly evolving. Revisit your philosophy regularly (annually) and revise accordingly.