

THE ART OF LEADING COURAGEOUSLY

Personal Reflections

On a scale of 1-5 with one being “strongly disagree” and 5 being “all the time,” how would you describe the frequency with which you demonstrate each of these **Courageous Cultures** leadership behaviors?

Personal Courage

Authenticity

Strongly Disagree  All The Time

- 1** I behave in accordance with my personal values at work.
- 2** People at work know who I really am.
- 3** I admit when I’m wrong or don’t have all the answers.

Is this a strength to build on, or an opportunity for focused growth?

Candid Conversation

- 4** When there is decision or behavior I disagree with, I share my point of view.
- 5** I give feedback to my manager.
- 6** I advocate for my team.

Is this a strength to build on, or an opportunity for focused growth?

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Personal Courage

Performance Management

Strongly Disagree  All The Time

- 7** I give my team candid performance feedback.
- 8** I address performance issues in a timely manner.
- 9** I recognize (and give appropriate credit) for team members' contributions.

Is this a strength to build on, or an opportunity for focused growth?

Innovation and Decision Making

- 10** I experiment and try new approaches.
- 11** I share ideas and best practices with my manager.
- 12** I make timely decisions.

Is this a strength to build on, or an opportunity for focused growth?

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Encouraging Courage

Clarity

Strongly Disagree  All The Time

- 13** I clearly communicate our strategic priorities and what matters most.
- 14** I tell my team specifically where we need ideas.
- 15** I communicate clear guidelines on where my team can make decisions.

Is this a strength to build on, or an opportunity for focused growth?

Curiosity

- 16** I ask my team for their input and ideas.
- 17** I encourage my team to experiment with new approaches.
- 18** I ask questions that encourage my team to speak with candor.

Is this a strength to build on, or an opportunity for focused growth?

Respond with Regard

- 19** When someone on my team shares an idea, I respond with gratitude, add information, invite them to contribute more.
- 20** If someone on my team makes a mistake, I use it as a learning opportunity to help them to grow.
- 21** I tell my team what is happening with the ideas they contribute

Is this a strength to build on, or an opportunity for focused growth?