



Leadership Reflection Worksheet

*Practicing Enlightened and Entrepreneurial Leadership
Leading with focus, clarity, and purpose*

1. Intent — What did I set out to do?

(Purpose before performance)

As a leader and steward of responsibility, what did I intend to accomplish this past 1-2 years?

- What outcomes mattered most to me?
- What kind of leader did I aspire to be?

Notes

2. Reality — What actually happened?

(Truth without blame or explanation)

- Where did my time, energy, and attention truly go?
- What worked? What did not work?
- What surprised me—positively or negatively?

Notes

3. Lessons learned — What did I learn?

(Turning experience into wisdom)

Complete at least **two** sentences:

- I learned that I...
- I learned that I...

Notes

I learned that I _____

I learned that I _____

4. Courage to Carry Forward — What will I Do / Know / Be differently this year?

(Reflection into enlightened learning and entrepreneurial action)

Based on what I learned, what is **one** intentional shift I commit to making this year?

- **Do** differently — a leadership behavior or practice I will change or begin

- **Know** differently — a belief, assumption, or understanding I will update
- **Be** differently — how I will show up in service to others

My one commitment

5. Accountability — How will I stay honest with myself?

(Insight requires follow-through)

Choose **one** method:

Accountability Partner

Name: _____

First check-in date: _____

Calendar Commitment

Pause frequency (monthly / quarterly): _____

Visible Leadership Signal

What others will notice me doing differently:

6. Acting as One – Who do I want to build trust and relationship with? Outside my area

(building trust and removing silos)

Name: _____

Intended Actions: _____

Closing Reflection

If my team members, colleagues, and communities I serve were asked at the end of this year, “*What changed about this leader?*” — what would I hope they would say?

Final thought
