

What Kind of Leader Am I Becoming?

A guided reflection on the qualities, habits, and choices shaping your leadership.

Leadership is not a finished identity. It is something we practice, revise, and become over time. This reflection is an invitation to look beyond your role or title and notice the patterns that are shaping the leader you are becoming.

HOW TO USE THIS REFLECTION

Set aside 15-20 quiet minutes. Respond quickly and candidly. There are no scores and no right answers. The goal is not evaluation; it is awareness.

Notice the leader you are now

Begin with what is already visible in the way you lead.

1

When I am at my best as a leader...

What qualities are most present? What do others experience from you?

2

Under pressure, I tend to...

Notice your default response. Do you move faster, take control, withdraw, seek consensus, avoid conflict, or something else?

3

People can reliably count on me for...

What do you consistently bring to a team, organization, or community?

What is shaping how I lead?

Leadership habits often reveal both our strengths and our growing edges.

4

The leadership habit that serves me well is...

What practice or instinct helps you lead with clarity, courage, or care?

5

The habit I may be outgrowing is...

What once helped you succeed but may no longer serve you - or the people around you - as well?

6

The feedback I most need to stay open to is...

What might others see about your leadership that is harder for you to see yourself?

A question worth sitting with

What am I protecting in my leadership - and what might become possible if I loosened my grip on it?

LOOK FORWARD

Choose the leader you are becoming

The next version of your leadership is shaped by what you practice now.

7

The people I lead need more of this from me...

Think about what this moment requires, not simply what has worked in the past.

8

I want to become more willing to...

Name a behavior that asks something new of you: listen, challenge, trust, delegate, experiment, speak, wait, or let go.

9

One value I want to make more visible in my leadership is...

How would someone know, through your choices and behavior, that this value matters to you?

Complete the sentence

I am becoming a leader who...

ONE IDEA TO CARRY FORWARD

Turn awareness into intention

Reflection matters most when it changes what we notice and what we choose.

Looking across everything you wrote, what do you see more clearly about your leadership?

What is one small leadership practice you want to begin, strengthen, or change?

GO DEEPER

The IngenioUs Leadership Profile(TM)

This reflection offers a starting point. The IngenioUs Leadership Profile(TM) provides a deeper, individualized exploration of the qualities, habits, and perspectives you bring to leadership.

The question is not simply, “What kind of leader am I?” It is, “What kind of leader am I choosing to become?”

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