

CHAPTER 21 DRAFT BLUEPRINT: LEADIN ZONES

Take a few minutes to reflect on each of the zones of LEADIn for your own leadership attributes.



QUICK PERSONAL ASSESSMENT

In the zone: Confident in this skill and can consistently practice this attribute.

Out of comfort zone: Area of improvement for growth and development.

Flood the zone: Active area of focus on a targeted aspect, concentrating effort into a single place – sometimes to an extent which can get overwhelming.

War zone: Presents significant challenge or stress; demands resources to figure out how to manage.

Quiet zone: Needs further contemplation and requires time to reflect and grow.

Use the prompts and table below to identify which zone characterizes the elements of LEADIn for yourself. By the end of this assessment, you should have a sense of the following:

- Where do I find myself in all of this?
- Where would I like to be?
- What could I do about it?

Quick tip: You may want to choose two colored pens to go through the table to identify where you are and where you'd like to be.

AM I?	IN THE ZONE	OUT OF COMFORT ZONE	FLOOD THE ZONE	WAR ZONE	QUIET ZONE
LISTENING					
LEARNING					
ENGAGEMENT					
EMPOWERMENT					
CHANGE ACCEPTANCE					
RISK ACCEPTANCE					
DIVERSITY					
INCLUSION					
INSTINCT					
INTUITION					

Identify the elements you would like to do something about. Then, find them in the prompts below. Use the prompts to reflect and decide what you could change. There are so many experiences to draw from, the intention is to get started.

I would like to improve my Date

I would like to improve my Date

I would like to improve my Date

I would like to improve my Date

To improve, I am willing to Date

LISTENING AND LEARNING:

- Think about a recent situation in which you actively practiced listening and/or learning from your team or colleagues.
 - Reflect on what you learned from this experience and how it may impact your future leadership approach.

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ENGAGEMENT AND EMPOWERMENT:

- Think of a time when you inspired or empowered a team member to take on more responsibility. Describe this situation and its outcome.
 - Identify ways in which you can further engage and empower your team members in your current or future leadership roles.

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ACCEPTANCE OF CHANGE AND RISK:

- Share an instance in your professional life when you accepted a significant change or took a calculated risk. What were the challenges and rewards of this decision?
 - Consider a recent change or risk that you hesitated to embrace. Reflect on what held you back and how you might approach it differently in the future.

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DIVERSITY AND INCLUSION:

- Describe an experience when you actively promoted diversity and inclusion in your team or organization.
 - Identify specific actions you can take to further champion diversity and inclusion within your sphere of influence.

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INSTINCT AND INTUITION:

- Recall a situation where you trusted your instincts and intuition to make a critical decision. Share the context and outcome.
 - Explore ways in which you can continue to develop and train your instincts and intuitions to improve your leadership abilities.

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The LEADIn journey is largely about developing skills to manage yourself, manage people and manage relationships.