

Getting to Know Yourself

A. Values

List your top five core values. (If you need help defining your top values, see the exercise files for the course Leadership Foundations.)

- 1.
- 2.
- 3.
- 4.
- 5.

B. Mini Life Story

Write down a brief review of your life story. Consider how you have been shaped by your family life, education, cultural heritage, major successes and failures, traumatic events, and hopes and aspirations.

C. Purpose

Having a clear sense of purpose makes it easier for you to create meaningful work/career. According to Aaron Hurst and Arthur Woods, we all have purpose drivers. They define the drivers this way: "Purpose drivers are the unique ways we each are wired to gain purpose based on who we impact, why we work and how we lead. These drivers don't tend to change as we change jobs, roles and functions, so we frame them as one's 'North Star.'"

Review the 9 purpose drivers worksheet at <https://imperative.com/britteq> and complete it. Then share here what you learned about yourself. Be specific.

| Who | Why | How |
|-----|-----|-----|
| | | |

To what extent and in what ways does your current role align with your purpose drivers? What shifts could you make in your current role/organization to increase the alignment?

If you were to seek the ideal role/organization to be in full alignment, what would that look like?

D. Skills

List and assess your skills in foundational areas like managing time, communicating effectively, and setting and achieving goals. Use the scale of 1 = needs improvement, 2 = acceptable, and 3 = exceptional. Jot down any notes for how you can improve in this area.

| Skill | Assessment 1 2 3 | Notes |
|-------|---------------------|-------|
| | | |

List and assess the technical skills specific to your current job.

| Skill | Assessment 1 2 3 | Notes |
|-------|---------------------|-------|
| | | |

E. Workstyle

Consult with your Learning and Development department to discover which assessments are available to you or complete them online on your own.

| Simpli5 powered by 5 Dynamics (top recommendation) | DiSC Work Profile | Myers-Briggs or Kiersey Temperament |
|---|--|--|
| <p>https://www.simpli5.com/britt</p> <p>Explore Excite Examine Execute Evaluate</p> <p>This assessment also provides approaches to leadership, communication, and teamwork.</p> | <p>http://www.everythingdisc.com/</p> <p>Dominance Influence Steadiness Conscientiousness</p> | <p>www.mbticomplete.com or http://www.keirsey.com</p> <p>Identify your four-letter code:</p> <p>E-----I N-----S T-----F J-----P</p> |

F. Leadership Style

Consult with your Learning and Development department to discover which assessments are available to you or complete them online on your own.

| Situational Leadership II | Leadership Practices Inventory |
|---|---|
| <p>www.kenblanchard.com</p> <p>Directing Coaching Supporting Delegating</p> <p>Affiliated with the book <i>Leading at a Higher Level</i> by Ken Blanchard</p> | <p>http://www.leadershipchallenge.com/home.aspx</p> <p>Challenge the Process Inspire a Shared Vision Model the Way Enable Others to Act Celebrate the Heart</p> <p>Affiliated with the book <i>The Leadership Challenge</i> by James Kouzes and Barry Posner</p> |