

Leadership Shadow Consistency Check



This self-assessment activity is designed to help you reflect on the consistency between the leadership shadow you seek to cast, and the impact of your actual shadow on others, our business and Myer's overall.

WHY Do It?

To assess the level of consistency between the impact we *intend* to have on others, our business results and culture overall, with the shadow we actually cast.

WHAT You Need

- ☐ Feedback from others
- ☐ Time and space to reflect
- ☐ Your Leader Journal for capturing reflections

WHEN To Try It

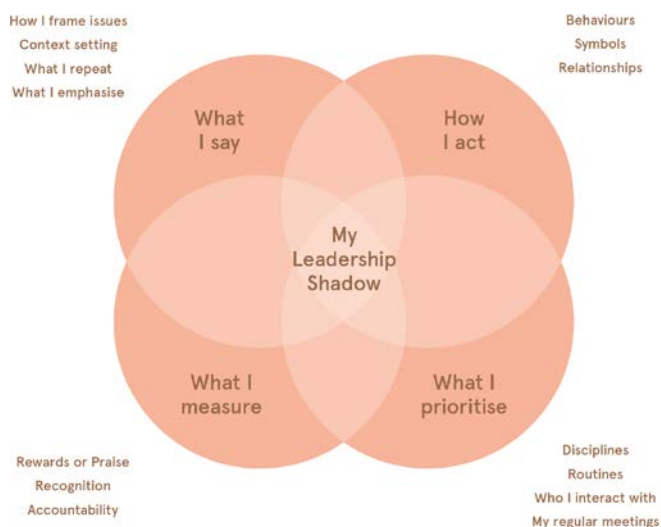
- ☐ You're motivated to understand your impact as a leader
- ☐ You're in a position to be open and receptive to the views and feedback of others

WHO Is Involved?

This activity will be most useful for your development when you are able to gather feedback from a range of different people. Aim for a '360 degree' view, for example by asking your direct reports, peers and manager.

Leadership Shadow Recap

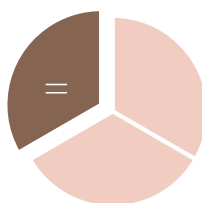
Casting a positive leadership shadow requires "walking the talk" and demonstrating consistency between the following four domains:



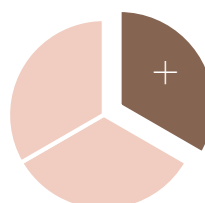
Sometimes the impact that we intend to have is not what is experienced by others, what shows up in business results, or is evident in the culture that we foster around us.

This is partly explained by leadership research demonstrating that when we assess ourselves on certain dimensions, such as our Leadership Shadow, we do not always see ourselves as others do.

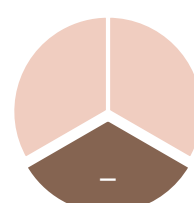
Typically:



1/3 of leaders see their Leadership Shadow as others see it



1/3 of leaders view their Leadership Shadow more positively than others



1/3 of leaders view their Leadership Shadow less positively than others

The following Consistency Check activity will assist you to gain alignment between how you and others see your Leadership Shadow.

Leadership Shadow Consistency Check

Be as honest as you can when completing the following questions in the first two columns. For the final column for each area of reflection, try to seek feedback from at least three different people in order to complete it.

The Impact of My Leadership Shadow on Others

What 3 words describe how I would <i>like</i> to make others feel?	What 3 words do I think <i>actually</i> reflect how I make others feel?	What words describe how others <i>say</i> I make them feel?
1.	1.	
2.	2.	
3.	3.	

The Impact of My Leadership Shadow on Business Results

What 3 business results do I seek to have the <i>greatest</i> impact on?	What impact am I <i>currently</i> having on these 3 results areas?	How do others describe my <i>impact</i> on business performance?
1.		
2.		
3.		

The Impact of My Leadership Shadow on Our Culture

What are 3 <i>goals</i> for positively impacting Myer’s culture that I will set for myself?	How would I rate my current <i>progress</i> towards these goals? Why?	What impact do others <i>think</i> I have on Myer’s culture?
1.		
2.		
3.		

Reflection

- In which areas do you experience the most and least consistency?
- What do you need to be more mindful of?
- What actions can you take to