Future You: Top Leadership Practices

From The Leader's Guide to Feedback — Chapter 8

It is ten years from now. You have just been named an Outstanding Leader by a prestigious organization in your field. You and your team have been invited to an awards ceremony. As part of the evening, you are asked to deliver a short acceptance speech in which you share your top five leadership practices: the things you did consistently, that made the real difference, that set you apart.

Write those five practices below. Be specific — not "I was a good communicator" but "I made sure every person on my team understood how their work connected to the bigger picture."

Grading Scale

A	I do this consistently and well. It is genuinely part of how I lead.
B	I do this reasonably well, but not consistently. There is room to grow.
C	I am aware of this as important, but I am not yet doing it reliably.
D	I have started thinking about this, but have made little progress.
NS	Not started. This is something I want to build, but have not yet begun.

#	Leadership Practice	Grade
1		
2		
3		
4		

5		

Now bring your feedback alongside this picture. Where does what others are telling you align with your own assessment? Where does it diverge? The places where they point in the same direction are your clearest priorities. The places where they diverge are often where the most important conversations begin.