# Journaling & Self-Coaching Questions

For use with the PROSPER Framework — Appendix

These are the kinds of questions a good coach would ask you. There are no right answers. The value is in the honesty you bring to them. Use a notebook and pen rather than a screen if you can. Write without editing yourself.

## General Questions

- What kind of leader am I working to become, and how close am I to that picture right now?
- What is the most important thing I could do differently that would have the greatest positive impact on the people I lead?
- Where am I leading from habit rather than from intention?
- What feedback have I received repeatedly over the course of my career, and what have I done with it?
- What would the people I lead say about me if they were being completely honest — and how does that compare to how I see myself?

## Process

- What was my initial emotional reaction when I received this feedback, and what did that reaction tell me?
- Which parts of the feedback am I most resistant to, and why?
- Am I reading this feedback as information, or as a verdict? What would it take to shift that?
- What do I need in order to feel settled enough to look at this clearly?

## Reflect (First)

- What themes appear across multiple responses or rater groups?
- What surprised me, and what confirmed something I already suspected?
- If a trusted colleague were reading this feedback about someone else, what would they highlight as most important?
- Of everything here, what am I most motivated to actually work on — not what I feel I should work on, but what I genuinely want to understand better?
- What is the one thing that, if I shifted it, would make the most meaningful difference?

## Observe

- What did I notice about my own behavior this week that relates to the feedback I received?
- Was there a moment where I could see the pattern the feedback is describing playing out in real time? What happened?

- How does my behavior change under pressure, and is that relevant to what the feedback is telling me?
- What am I doing that I was not fully aware of before?

## Strategize

- What is the smallest, most targeted change I could make that might shift this dynamic?
- What would a safe-to-fail experiment look like in my specific context?
- What have I tried before in this area, and what did I learn from it?
- Am I addressing the behavior, or the underlying pattern that drives it? What is the difference?

## Prepare

- When and where specifically will I need to apply this new behavior?
- What is most likely to get in the way, and how will I handle it?
- What do I need to put in place — a prompt, a reminder, a conversation — so that I am not relying on willpower alone?
- Who, if anyone, should know what I am working on?

## Experiment

- What did I try, and what actually happened?
- Where did the new behavior feel natural, and where did it feel forced?
- How did the people around me respond, and what does that tell me?
- What would I do differently in the next attempt?

## Reflect (Second)

- What did this experiment teach me about myself that I did not know before?
- Did the change I made address the underlying pattern, or just the surface behavior?
- What do I want to carry forward, and what do I want to adjust?
- What is the next thing worth working on, and am I ready to begin?