**Workbook for Discovering Leaders Within, by L. Brett Larson**

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intention for applying this material:

**INTRODUCTION**

All great leaders have understood that their number one responsibility is cultivating their own discipline and personal growth. Those who cannot lead themselves cannot lead others. **John Maxwell**

**Notes:**

**Review Questions:**

**What have you learned from your most recent “failure?”**

**List 5 adjectives that describe the type of Leader you aspire to be.**

**PART 1**

Trust (people) and they will be true to you; treat them greatly, and they will show themselves to be great. **Ralph Waldo Emerson**

**Notes:**

**How does the attribute of humility relate to the ability to grow followers?**

**CHAPTER 1: Humility: The cornerstone of great Leaders**

The purpose of life is to discover your gift. The meaning of life is giving your gift away. **David Viscott**

**Notes:**

**In what ways have you demonstrated Humility?**

**In what ways can you grow your Humility further?**

**Chapter 2: Growing Employee Engagement**

Passion, though a bad regulator, is a powerful spring. **Ralph Waldo Emerson**

**Notes:**

**How do you practice noticing positives and expressing gratitude?**

**How well do you and those on your team know what is expected of them and how often is this verified with Leaders and teammates?**

**Chapter 3: Fostering a Psychologically Safe environment**

If proposals for change must always be judged feasible and realistic, we are restricted to modifications of the status quo. **Unknown**

**Notes:**

**What is your biggest opportunity to contribute to the psychological safety of your culture? What is your plan to execute on this?**

**Chapter 4: Creating Followership**

Live your life so that your children can tell their children that you not only stood for something wonderful – you acted on it. **Dan Zadra**

**Notes:**

**What are the key challenges that your team faces that are barriers to their success? How are you working to break down those barriers?**

**Part 2: Growing Great Leaders**

You must get to know yourself; and, do it on purpose. **Dolly Parton**

**Notes:**

**What are you doing to welcome feedback and make it safe for people to give it to you?**

**Chapter 5: A New Approach to Leadership Development**

Life’s most persistent and urgent question is, ‘What are you doing for others?’ **Martin Luther King, Jr.**

**Notes:**

**Consider the frustrations that come up on your team the most frequently. What can you do to either resolve them or reduce their impact?**

**Chapter 6: The Case for Emotional Intelligence**

We are not troubled by things, but by the opinions which we have of things. **Epictetus**

**Notes:**

**Consider the last time you felt in crisis. Did you reach out for more control or did you let others in to help? How might you respond more effectively next time?**

**Chapter 7: HUMan-Based LEadership Development (HUM-B-LE)**

I have never let my schooling interfere with my education. **Mark Twain**

**Notes:**

**Consider your top 3 initiatives. How do they help your internal and external customers? How are you measuring success?**

**Chapter 8: The HUM-B-LE Methodology**

Now is no time to think of what you do not have. Think of what you can do with what there is**. Ernest Hemingway**

**Notes:**

**Chapter 9: Step 1 – Measuring the Initial State**

Restlessness is discontent, and discontent is the first necessity of progress. **Thomas Edison**

**Notes:**

**Chapter 10: Step 2 – Designing the LD Plan**

I long to accomplish a great and noble task, but it’s my chief duty to accomplish small tasks as if they were great and noble. **Helen Keller**

**Notes:**

**Considering all of the goals and initiatives you are working on, how clear is your top priorities? Is there agreement on these priorities such that if you were to pause other activities to focus on the 2-3 most important things, it would be supported? Good priorities must also define what to say ‘no’ to.**

**Chapter 11: Step 3 – Developing Individual and Team Emotional Intelligence**

Minds are like parachutes; they work best when open. **Lord Thomas Dewar**

Everything that irritates us about others can lead us to an understanding of ourselves. **Carl Jung**

**Notes:**

**How often do you pause your busyness just to clear your mind and possibly reflect on your learning? How much do you judge yourself or others when you do this? Today, create a habit to do something mindful every day to clear you mind and reflect without judgment (meditate, journal, walk in nature, draw, listen to music, …)**

**Take the Leadership E.I. Quiz and discover where you can be a more emotionally intelligent Leader. List your actions below.**

**Chapter 12: Step 4 – Addressing Custom Team Needs**

You have learned something. It always feels like you have lost something. **George Bernard Shaw**

**Notes:**

**Consider what you think is your next challenging meeting or interaction. How will you show up differently? Consider the best outcomes possible and how you can be a positive influence.**

**Chapter 13: Step 5 – Implementing the Development Planning Process (DPP)**

The best way to find yourself is to lose yourself in the service of others. **Mahatma Gandhi**

**Notes:**

**When is the last time you shared gratitude for someone having completed a task or helping you in some way? Is there someone you can express this to today?**

**Chapter 14: Step 6 – Creating a Sustainment Plan**

Wheresoever you go, go with all your heart. **Confucius**

**Notes:**

**Consider what you have learned from reading this book. List the top 2 things you will change moving forward. Now, how will you ensure you sustain these things? Create a plan.**

**Chapter 15: Step 7 – Measure Future State**

We must not cease from exploration. And the end of all our exploring will be to arrive where we began and to know the place for the first time. **TS Elliot**

**Notes:**

**How do you hold yourself accountable to your team? To your business? To your family? To yourself? Create a practice for consistently being accountable to stakeholders.**

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| **Book Section** | **Summary of insight or actions to take** |
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| **Part 1** |  |
| **Chapter 1** |  |
| **Chapter 2** |  |
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