

Managing the Four Stages of Your Career and Leadership

Stage 3: Developing **Leadership** and Taking Responsibility for Purpose



Recap of Stage 1:

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|---|--|
| <ul style="list-style-type: none"> • Form a coalition... • Develop a community... • Teach and educate... • Support and develop... • Promote a culture... • Empower a group... • Build awareness... | <ul style="list-style-type: none"> • Discover a new method... • Design a new product... • Found an organization... • Transform existing methods... • Create a new program... • Open a new practice... • Experiment... |
| <ul style="list-style-type: none"> • Gather and provide information... • Analyze data for insight... • Develop measurement... • Standardize a process... • Design/organize a system... • Develop policy... • Manage an effort... | <ul style="list-style-type: none"> • Run an organization... • Achieve goals... • Enable decision... • Initiate action... • Respond to crises/challenge... • Implement a policy... • Orchestrate a campaign... |

APPROACH: What is my natural approach of providing value?

Approach	Notes

Recap of Stage 2:

PEOPLE: For whom do I take ownership to act in the best interest of?

PEOPLE	Notes

Journey 1:

From: **Focus on external achievements**

To:

Notes and Reflections

PROBLEM: What problems am I committed to “move the needle” on?

PROBLEM	Notes

Mission / Purpose

People

Who are the people that you take responsibility for?

Problem

What are you committed to do something about?

Approach

How will you leverage your strengths?

My MISSION Statement

(to help some PEOPLE with some PROBLEM through some APPROACH)

Journey 2:

From: **Rely on process for results**

To:

Notes and Reflections

My VISION

What does the fulfillment of my mission look like?

Journey 3:

From: **Manage and change external factors**

To:

Notes and Reflections

The True Nature of Challenge

How is this situation challenging me to grow and be grateful?

A large, empty rectangular box with a dashed border, intended for the user to write their reflections on the challenge.

Main Take-Aways and Follow-Up Action

Book References:

- *The Second Mountain* by David Brooks
- *The Path of Least Resistance* by Robert Fritz
- *The Obstacle is the Way* by Ryan Holiday