



DISCOVERING YOUR LEADERSHIP GROWTH AREAS

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DISCOVER LEADERSHIP GROWTH

Knowing your unique leadership style and the attributes and values that you want to develop gives you a concrete way to acknowledge what is working and where you are ready to grow.

Our leadership style should echo the characteristics that matter the most to us – not some arbitrary set of attributes you find on the internet. There are so many approaches out there to dissecting your leadership strengths and weaknesses, and each are useful only to the extent that you can apply them to your own priorities.

No two people will have the same set of leadership characteristics and no one set of those characteristics is any better or worse than any other. It's all about what you value.

That's why I've put together this **leadership growth worksheet** to help you **clarify what leadership attributes are most important to you and identify where you want to grow.**

Enjoy!



Step 1: Who are leaders you admire?

Make a list of leaders you admire, and the characteristics of their leadership style that are attractive to you. Look at leaders across your circles of influence: leaders in your family, workplace, community, nation, and world.

Step 2: Who are leaders you despise?

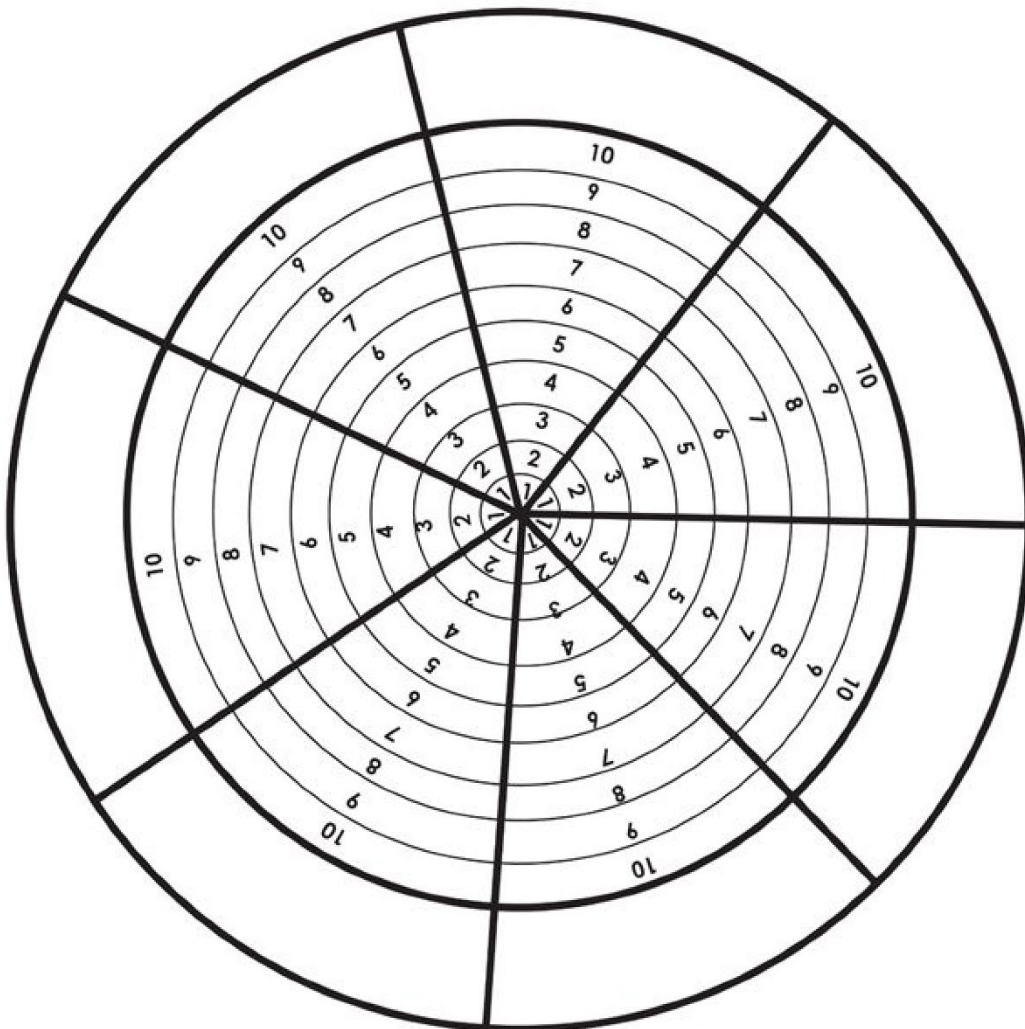
Make a list of leaders you despise. Remember circles of influence: list leaders in your family, workplace, community, nation, and world. This time, answer these two questions:

- What characteristics of their leadership style are unattractive to you? What does this tell you about your own leadership style?
- In what ways might you be jealous of this leader that you despise? In what ways do you wish you gave yourself permission to be more like them?

Step 3: Complete your Leadership Wheel

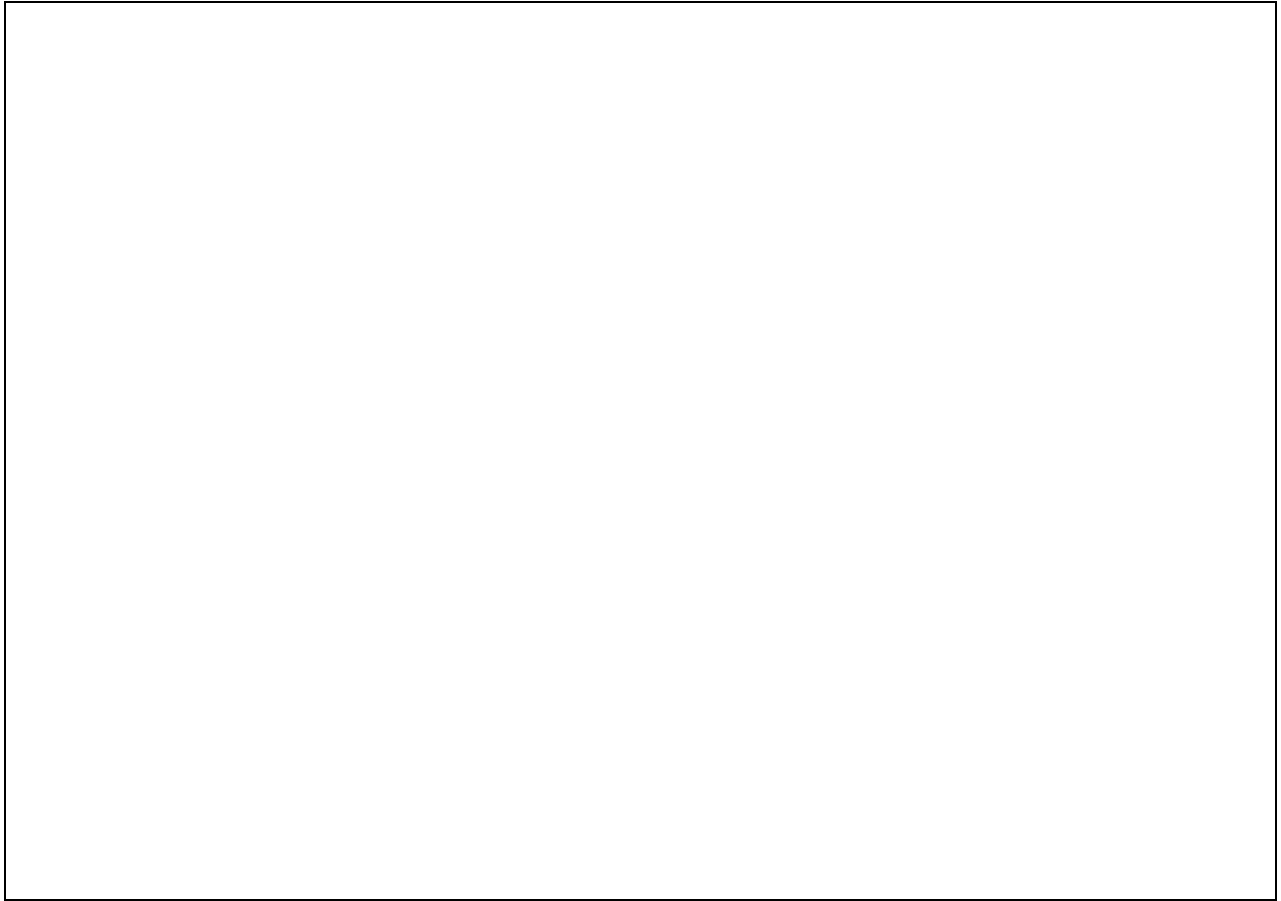
From your entries on the last two pages, select seven top attributes you believe make a powerful leader. Write these attributes on the blank spaces in the outer part of the wheel. Then rate yourself on a scale of 1-10 on each of these attributes (10 = the most powerful, 1 = needs much improvement).

LEADERSHIP WHEEL



Step 4: What do you want to do differently?

Based on the wheel, where would you like to focus growth? What would it feel like to grow in those areas? What would you be able to achieve if you closed that gap?

A large, empty rectangular box with a thin black border, intended for the user to write their response to the questions above.

Congratulations! You now have your Leadership Growth areas.

WHERE DO YOU GO FROM HERE?

Learning your personal leadership growth areas is a crucial step to focusing on what natural attributes you want to lean in to, what areas you might find it helpful to develop, and how you want to define what success means to you.

You may have struggled in the past to grow your leadership skills without the clear focus on attributes that matter to you – based on values that you find motivating, what drives your decision-making, and what determines how you choose to interact with other people. When you start to reframe and focus on the growth areas that you find important, there's so much more focus and targeting. You'll now want to think about:

- How your leadership growth areas could lead to your personal and professional goals
- Ways you can share your leadership growth areas with others so they can help you work to close the gaps you identified
- How you can use your leadership growth areas to set priorities

That's why I work with coaching clients one-on-one to figure out how you can leverage your unique leadership growth areas to find clarity and purpose.

If you'd like to learn more about how to live your values, email whitney@bidboss.org to set up a call.

About Whitney Kippes

Bid Boss Consulting is a women-run consulting firm dedicated to helping international development professionals win more funding from institutional donors while avoiding burnout. Before forming Bid Boss, Sara Jane Baublitz and I had both faced very real burnout and the intense toll that years spent in business development and proposal management can take. Despite that, we continued loving the work. Today we both work to support clients as they see the value in the journey, not the destination.

As a coach undergoing certification by the CoachDiversity Institute, I coach diverse communities in how to tap into their own innate potential. My approach centers on meeting clients exactly where they are. I work with international development professionals who. . .

- ✓ Wish they felt more in control of their goals and careers
- ✓ Struggle to manage shifting and competing priorities
- ✓ Want to stop surviving their day-to-day and start being tactical

My clients range from the top 10 USAID contractors to founder-run start-ups. I'm ready to meet you wherever you are right now.

