

Leadership Identity Questionnaire.

An exploration of how you became the leader you are today.

Deconstructing your Leadership Identity.

How past experiences and (unconscious) beliefs shape the way you lead.

DESCRIPTION LEADERSHIP IDENTITY QUESTIONNAIRE.

The formation of your (leadership) identity.

Our identity is primarily based on our core values which consciously or unconsciously influence the choices we make in both, business and life. These choices reflect who we are and what we value.

However, not many people actively choose their own values and their identity, but adapt those of their parents, peers, role models or culture. This often results in a lack of authenticity, clarity and fulfilment among leaders themselves, as well as their teams.

Think of your identity as the many roles you play in life, including for example being a father/mother, friend, child, volunteer or executive. As an essential part of self-development, our task is to become aware of the different social roles we play, be aware of the expectations that come with them, and work towards integrating them into one, authentic version of ourselves (our 'true self') to lead and live with greater impact and joy.

This exercise is designed to raise your awareness about your leadership identity, how it was shaped by external influences, and what you can do to bring it into greater alignment with your true self.

INSTRUCTION EXERCISE: LEADERSHIP IDENTITY QUESTIONNAIRE.

How to use the questionnaire.

Read through the questions on the following worksheets and answer them in written form. The order in which you answer the questions doesn't matter - either start at the top, or with the question that most resonates with you.

Ready to gain a deeper understanding of why and how you became the leader you are today?

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Duration:

60-90 minutes

Individual/Group:

Individual

Material:

*Leadership Identity
Questionnaire Worksheets
& Pen*

DEFENSE



TEMPLATE EXERCISE: LEADERSHIP IDENTITY QUESTIONNAIRE.

Question 1

Describe your experiences in relation to leadership before the age of 20. Where, how and who did I lead? With what results?

Question 2

Were there any turning points in your leadership practice, both negative or positive?



Question 3

How would you describe your leadership personality right now?

Question 4

What was the most important question you asked yourself about life and leadership ten years ago? And what is the most important question you ask yourself today?

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Question 5

What does success mean to you?

Question 6

What is your identity based on a) as a person, and b) as a leader?

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Question 7

What are you most proud of?

Question 8

What do you regret the most?



TEMPLATE EXERCISE: LEADERSHIP IDENTITY QUESTIONNAIRE.

Question 9

What force or passion drives you in life?

Question 10

During what stage in your life or in which specific situation were you at your most vulnerable? What had happened?

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Question 11

When do you experience powerlessness in your life?

Question 12

Have you already started to connect head and heart in your leadership practice? If so, since when? How are you doing with it? What are the reactions of others?

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TEMPLATE EXERCISE: LEADERSHIP IDENTITY QUESTIONNAIRE.

Question 13

What kind of power, beliefs, and principles does your current leadership practice reflect?

Question 14

What principles have become clearer to you over time?

