

LEADERSHIP GROWTH REFLECTION

Purpose

Integrate lessons from challenges into your ongoing development as a manager.

Instructions

Use this worksheet for regular reflection to accelerate your growth from experiences.

Part 1: Experience Review

Significant Management Experiences

Identify 3-5 notable leadership experiences from the past period (month/quarter):

Experience 1: _____ Brief description:

What went well: _____

What was challenging: _____

Experience 2: _____ Brief description:

What went well: _____

What was challenging: _____

Experience 3: _____ Brief description:

What went well: _____

What was challenging: _____

Pattern Recognition

Looking across these experiences:

What common themes do you notice?

What consistent strengths are you demonstrating?

What recurring challenges are you facing?

Part 2: Values and Approach Reflection

Values in Action

What core values were expressed in your management approach?

Where did your actions align with your values?

Where did you experience value conflicts or compromises?

Management Style Evolution

How is your management approach evolving?

What aspects of your style feel most authentic?

What aspects still feel uncomfortable or forced?

Part 3: Feedback Integration

Explicit Feedback

What formal or informal feedback have you received?

From your team:

From peers:

From your manager:

From other stakeholders:

Observed Impact

What have you noticed about your impact on:

Individual team members:

Team dynamics and culture:

Work outcomes and results:

Your own energy and engagement:

Part 4: Growth Edge Identification

Based on the reflection above, identify your current growth edges:

Knowledge Edges

What do you need to learn more about?

Where are gaps in your understanding?

What resources could help address these gaps?

Skill Edges

What capabilities do you need to strengthen?

Where do you feel less confident in your approach?

What practice opportunities would help build these skills?

Mindset Edges

What perspectives or beliefs might be limiting you?

Where could a different mental model be helpful?

What attitudes would serve you better in your role?

Part 5: Focused Development Planning

Select 1-2 priority growth areas to focus on:

Growth Priority 1: _____

Why this matters now:

Specific development goal:

Learning approaches:

- ☐ Formal training/education
- ☐ Mentoring/coaching
- ☐ Reading/self-study
- ☐ Deliberate practice
- ☐ Reflection/journaling
- ☐ Feedback seeking
- ☐ Other: _____

Specific actions to take:

1. _____
2. _____
3. _____

How you'll measure progress:

Growth Priority 2: _____

Why this matters now:

Specific development goal:

Learning approaches:

- ☐ Formal training/education
- ☐ Mentoring/coaching
- ☐ Reading/self-study
- ☐ Deliberate practice
- ☐ Reflection/journaling
- ☐ Feedback seeking
- ☐ Other: _____

Specific actions to take:

1. _____
2. _____
3. _____

How you'll measure progress:

Part 6: Support and Accountability

Support Resources

Who can support your development?

Potential mentors:

Peers for mutual learning:

Communities or groups:

Tools or frameworks:

Accountability Structures

How will you hold yourself accountable?

Regular check-in process:

Commitment sharing strategy:

Progress tracking approach:

Part 7: Wisdom Capture

Key Insights

What have been your most significant leadership insights from this period?

If you could tell your past self one thing about management, what would it be?

Leadership Philosophy Evolution

How is your leadership philosophy evolving?

What principles are becoming more central to your approach?

What aspects of conventional management wisdom are you questioning?

Part 8: Forward Vision

Management Aspirations

Looking forward, what kind of manager do you want to become?

What impact do you want to have on those you lead?

What legacy do you want to create as a leader?

Next Horizon

What management challenges are you ready to take on?

What new contexts would stretch your capabilities?

What leadership experiments do you want to try?

Additional Context:

The most effective managers adopt a systematic approach to their own development, recognizing that growth comes through:

- **Deliberate reflection** - Extracting meaning from experiences
- **Intentional experimentation** - Trying new approaches and learning from the results
- **Diverse feedback** - Seeking multiple perspectives on their impact
- **Continuous integration** - Connecting new insights to evolving practice

Like Gandalf's journey from the Grey to the White, management mastery isn't a single transformation but a continuous evolution. Each challenge overcome and lesson integrated contributes to growing wisdom and impact.

The most valuable reflection isn't about analyzing past events for their own sake, but about integrating those lessons into your evolving identity as a manager—becoming increasingly comfortable with both your strengths and growth edges while developing a leadership approach that is authentically yours.

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