Managing Well *with* Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Leadership starts before the workplace. Where did you first learn about leadership in your family, community, and school? What lessons did you learn that you still hold as valuable?

For your team, leadership starts before the workplace. How did my team (interns, direct reports, etc.) first learn about leadership? How does their understanding of leadership affect our relationship?

Managing Well *with* Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Growth requires learning and unlearning. What stories and ideas have you had to unlearn to be a successful people manager?

A fixed mindset hinders growth. In what ways have I operated with a fixed mindset? How might the result have been different with a growth mindset?

Managing Well *with* Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Courage is taking the action and doing "the thing" in spite of fear. When have you been afraid to take action? Has it been calling out inappropriate behavior? Providing feedback? Asking for support?

Courage is not fearlessness. Think about a few times in your life when you were afraid but did it anyway. How did it make you feel? Was the courageous decision worth it?

Managing Well *with* Tonya Ladipo, LCSW

ACTION ITEMS

- **Self-reflection is key.** Pause and take 10 minutes on a weekly basis to write about what went well and what could have gone better.
- **Regularly pause and reflect.** Keep a management journal to track how your own experiences and emotions affect your leadership.
- **Feedback is foundational for future success.** Ask your team, interns, colleagues, and managers what could have been done differently on projects, whether it went well or not.
- **Courage is taking thoughtful action.** Tap into courage to have difficult conversations with direct reports who are not excelling. Create plans with direct reports to cultivate stronger skill sets in areas of need.
- **Communication is connected to the growth mindset.** Proactively ask your team to provide input. Listen to experiences and perspectives different than your own with an open and curious mind.
- **Courage is bravery.** Even if you're afraid, say those important things in the meeting even if you know others may not like it, especially if choosing not to say it may negatively impact the team.

Managing Well *with* Tonya Ladipo, LCSW

Podcast Worksheet
ADDITIONAL RESOURCES

- **Why Understanding Others People's Perspectives is a Key Leadership Skill**

  https://www.forbes.com/sites/forbescoachescouncil/2016/11/17/why-understanding-other-perspectives-is-a-key-leadership-skill/?sh=76e0153c6d20

- **Becoming The Boss**

  https://hbr.org/2007/01/becoming-the-boss