



LEARN TO THRIVE AS A LEADER AND LEAD A FULLER LIFE

By understanding yourself you can become an authentic leader able to inspire your team, enjoy life, and navigate career transitions.

Professor Jon Lehman, Owen Graduate School of Management, Vanderbilt University, offers a 4 step self-assessment tool to help you lead with authenticity, meaning and purpose, thrive as a leader, and avoid burnout for yourself and your team.

STEP 1 BEING AN AUTHENTIC TEAM LEADER

What are your values?

What do you believe in and prioritize? Which of the five sets of motivations below rank highest for you – order them 1-5:

[organizational excellence] [group accomplishment
and recognition]

[individual intrinsic achievement] [creativity]
[craftsmanship]

[power] [glamour] [variety] [sensation]

[social concern] [helping others] [spiritual calling]

[stability] [commitment] [loyalty to family]
[colleagues and your employer]

Are you motivated by something different?

STEP 2 ARE YOU DOING MEANINGFUL WORK?

Make an assessment of your relationship to your work. What can you do to get nearer the 'sweet spot' here?



STEP 3 UNDERSTANDING THAT YOU ARE A WHOLE PERSON

There are four domains within your sphere and all of them need to be tended to. Rate your satisfaction from 1-10 in each of these four domains

Work/Career/School

Home/Family

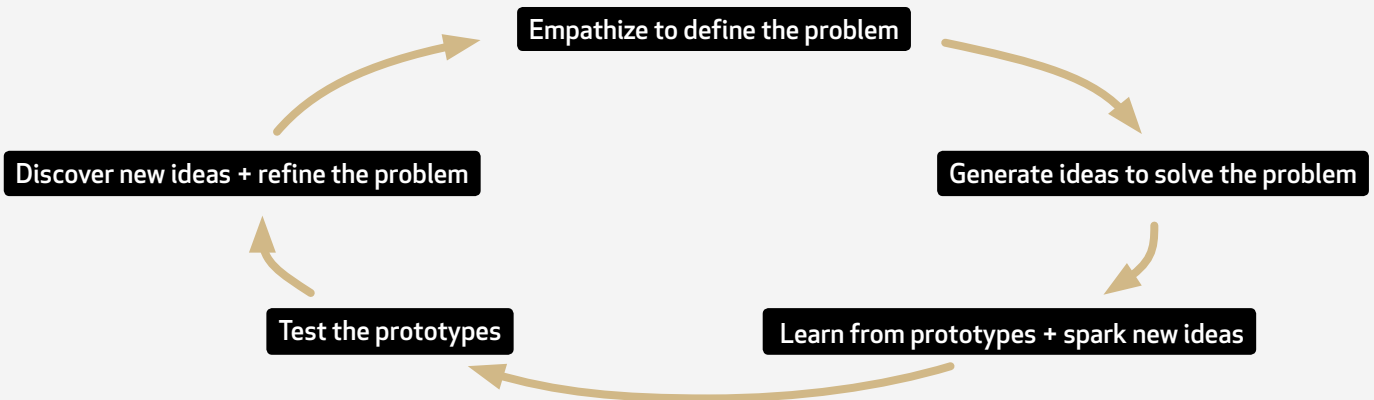
Community/Society

Self: Mind/Body/Spirit

The results can be useful in helping you to address which aspects to improve, to lead a fuller life.

STEP 4 CAN 'DESIGN THINKING' DESIGN A FULLER LIFE FOR YOU?

You can apply design thinking to your own personal growth and development



TIME FOR YOU TO REFLECT

How can you take these concepts beyond your own personal development? Consider how you might use this tool to help your team members find more satisfactory ways to live and work for themselves.

Can these concepts have an impact across the wider organization? Consider what barriers might need to be overcome, how things might be improved and if your organization could do more to create a greater sense of purpose and meaning for its employees..