

REFLECTION QUESTIONS: UNLEARNING INDEPENDENT LEADERSHIP, LEARNING TO LOAD SHARE

Here are a few reflection questions to help you with the unlearning journey—they don't offer advice, they offer perspective. Consider these questions as you continue exploring your needs for trusting relationships at work and key aspects of load sharing. Use them as a mirror to gauge where you are on your journey toward interdependent leadership.

How important are close relationships to you at work?

Do you expect the same amount of closeness from your leaders (or board) as you offer the people you lead?

Where did you learn to feel this way about relationships at work?

Are people speaking their truth around you?

Do people feel safe speaking their truth in front of you? Do you feel safe speaking your truth to your leaders?

How likely are you to pick up the phone and call or text the people you work with? What do these things tell you about your relationships?

What's it like to be on the other side of you?

Do your people trust your intentions and where you stand with them? What signals do you send people (intentionally and unintentionally) about their worth? Are you trustworthy? Are you conscious of the effect you have on others?

How comfortable are you with needs—yours and theirs?

Do you feel needy expressing a challenge to others? How do you respond when people come to you with issues? How tolerant are you of emotions when they get the best of people? How open are you to others' cultural, gender, and generational perspectives and needs?

What are you holding back—are we experiencing the real you?

What parts of you do you withhold from your colleagues or your place of business? What would it take for you to feel safe enough to bring some of these parts to work with you? What do you think but not say? How can you make your feelings about others (especially the good ones) more clear and explicit?