

# Understanding Goodness

Name: \_\_\_\_\_

Date: \_\_\_\_\_



We demonstrate the highest expression of personal leadership when we consistently **radiate goodness**. Rewarding **excellence**. Living **generously**. Demonstrating **fairness**. Spreading **positivity**.

## Instructions

In the spaces below, write three antonyms and synonyms that come to mind when you hear these words.

|  |                   |  |
|--|-------------------|--|
| <b>Antonyms</b><br>(words that mean the opposite)<br><br>▶<br><br>▶<br><br>▶ | <b>Excellence</b> | <b>Synonyms</b><br>(words that mean the same)<br><br>▶<br><br>▶<br><br>▶ |
| <b>Antonyms</b><br>(words that mean the opposite)<br><br>▶<br><br>▶<br><br>▶ | <b>Generosity</b> | <b>Synonyms</b><br>(words that mean the same)<br><br>▶<br><br>▶<br><br>▶ |
| <b>Antonyms</b><br>(words that mean the opposite)<br><br>▶<br><br>▶<br><br>▶ | <b>Fairness</b>   | <b>Synonyms</b><br>(words that mean the same)<br><br>▶<br><br>▶<br><br>▶ |
| <b>Antonyms</b><br>(words that mean the opposite)<br><br>▶<br><br>▶<br><br>▶ | <b>Positivity</b> | <b>Synonyms</b><br>(words that mean the same)<br><br>▶<br><br>▶<br><br>▶ |

## Discussion Questions:

- Which of the four qualities challenges you the most, and why?
- Which quality do you admire the most, and why?
- Which quality is the most challenging to the leaders in your organization, and why?

# My Start, Stop, Continue Development Plan

Name: \_\_\_\_\_

Date: \_\_\_\_\_



Focusing my behavior to build positive momentum in my leadership.

## Instructions

Identify specific behaviors in each of the following 3 boxes, then identify 2 step up challenges to help you elevate to the next level of your leadership.

I promise to:

### Start Doing

- ▶
- ▶
- ▶

### Stop Doing

- ▶
- ▶
- ▶

### Continue Doing

- ▶
- ▶
- ▶

## Step-Up Challenges

1. I will challenge myself to do this differently: ▶

What will success look like? ▶

By when? ▶

Who will help me be accountable? ▶

2. I will challenge myself to do this differently: ▶

What will success look like? ▶

By when? ▶

Who will help me be accountable? ▶

# The Aspirational Framework

Good leaders learn to communicate the aspirational process in a sequence of 20 – 7 – 3 – 1 years to help stimulate aspirational in a realistic and motivating framework.



## 20 Years Ahead

Your BHAG

Jim Collins articulates a twenty-year aspirational framework with his BHAG. What is your “wild and crazy” dream? The BHAG is powerful tool to help leaders consider their mission and purpose for a good life.

## 7 Years Ahead

Your Personal Vision

Seven years is the most effective timeframe for personal visioning. Visioning is a powerful tool to stimulate action. Aspirational leaders ask themselves, “What will my life look like, by when?” The “what” is motivated by the “by when.” Think of it as your own personal version of Jodi Harpstead’s Breakthrough Thinking. The seven-year personal visioning aligns very closely with the timeframe most people use for their Bucket List.

## 3 Years Ahead

Your Personal and Professional Strategic Plan

A three-year planning window helps you identify milestones over the next three years to make your seven-year vision come alive.

## 1 Year Ahead

Your satisfaction today on the Seven Fs:  
Faith, Family, Finances, Fitness, Friends,  
Fun, and Future

Finally, the “1” in the 20-7-3-1 aspirational framework is all about the here and now. It’s about making an intellectually honest assessment of the things that really count in life today: Your satisfaction with your faith, family, finances, fitness, friends, fun and future . . . the Seven Fs! The literal connection to the Bucket List concept is that last F: **future**.



# My Personal Visioning Worksheet

Name: \_\_\_\_\_

Date: \_\_\_\_\_

This tool sharpens my aspirations by recording insights from experience and envisions what is possible for my future.

## Instructions

First, fill in each item looking back 7 years from today. Next, fill in each item thinking ahead 7 years from today.

### Looking Seven Years Back

My age:



Family status:



Job responsibilities:



My joys:



My challenges:



My personal aspirations:



My professional aspirations:



Did I imagine I would be in this job back then? Yes / No

### Thinking Seven Years Ahead

My age:



Family status:



Job responsibilities:



My joys:



My challenges:



My personal aspirations:



My professional aspirations:



Do I imagine I will still have this job? Yes / No

## Coaching Questions

- What significant insights did you glean from looking back?
- What significant insights did you glean from thinking ahead?
- How does looking at your work and home life in a 14 year window make you feel about your leadership today?
- What implications can you identify for your development goals today?

# Bucket List Game



Inspired by the 2007 film “The Bucket List,” the purpose of the Bucket List Game is to stimulate aspirational thinking about “What’s Possible?” in your life – and to encourage you to share three items from your Bucket List with others who may be able to help.

## Instructions

Write three items from your Bucket List in the space provided below, then hand this sheet to the facilitator of the Bucket List Game. DO NOT WRITE YOUR NAME ON THIS PARTICIPATION SHEET.



## Rules

Players sit or stand in a configuration where all players can see and hear one another. The facilitator will identify the person whose birthday is nearest to today as the person who begins the game. That person is the “Guesser.”

- 1) The facilitator will read one Bucket List Participation Sheet and ask “the Guesser” to identify which player best matches the three items mentioned.
- 2) If your name is called upon and the three items are not yours, then you are the Guesser and you must guess who best matches the three items. This sequence continues until the person is successfully identified.
- 3) When the person is identified successfully, then the person explains the three items, and he/she is now the new “Guesser.”
- 4) In groups of 12 or more, after seven unsuccessful guesses, the facilitator will ask “Whose Bucket List is this?” and the person will reveal themselves. That person is now the Guesser for the next round.
- 5) The game continues until the last person has been matched with his/her items.

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# Four Year Planning Window

Building my leadership vision and strategic plan: Blending personal and professional aspirations.

## Instructions

Answer the following questions. Record your responses in the corresponding spaces below.

Step 1: What are the 3 most important insights you have learned personally and professionally looking back on the **past year**?

Step 2: What is your vision personally and professionally **three years** from now?

Step 3: What goals personally and professionally will help you build momentum **in the next 12 months**?

Step 4: What goals in **year two** will help you achieve your three year vision?

|                   | Learning from Last Year       | This Year                     | Year 2                        | Year 3                        |
|-------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Personal Life     | <p><b>Step 1</b></p> <p>▶</p> | <p><b>Step 3</b></p> <p>▶</p> | <p><b>Step 4</b></p> <p>▶</p> | <p><b>Step 2</b></p> <p>▶</p> |
| Professional Life | <p><b>Step 1</b></p> <p>▶</p> | <p><b>Step 3</b></p> <p>▶</p> | <p><b>Step 4</b></p> <p>▶</p> | <p><b>Step 2</b></p> <p>▶</p> |

Strategies to blend my personal and professional life to reach my goals.

