

Your Name or Initials:

Date Completed:

Leader POV: Your Career

Instructions: Your POV (Point of View) matters more than anyone's in your growth as an individual and a leader. To help flesh out and articulate your POV, please complete this document prior to our next coaching session. Feel free to print and handwrite or type your thoughts directly into the document. The format does not matter at all; the content does. We will review this together during our next coaching session and it will become the baseline from which we will work during our time together.

The focus of this Leader POV is your career, not your company or employer. Please use these descriptions and idea-joggers to help you complete this document. There are obviously no right or wrong answers.

- **Purpose (this is your 'Why'):** Your purpose is your true north, and is different than your vision or mission (and is also sometimes harder to identify in words). Why do you lead? Why do you do the work you do? Why do you have the career you have? Why do you, figuratively speaking, get out of bed each day? Aligning your purpose from a personal and work life perspective is a great way to look at the bigger picture.
- **Vision (this is your 'What'):** Fast-forward 2-5 years, and describe what you want your career to look like. Paint a brief picture with words of where you want your career to be, using the present tense as if it already happened.
- **Mission (this is your 'How'):** Describe how you will bring your vision to life, and in alignment with your purpose. How will you contribute with your career? How will you use your talents and your strengths?
- **Values:** What are your top three to five personal values that are non-negotiable for you in your career? See the list of ~250 values at the end of this workbook for idea-joggers.
- **Edge:** Your edge is/are your differentiator(s). What are the unique talents and capabilities that set you apart from others in your field of expertise? Think about your unique qualities, attributes, gifts, strengths, and the value you add. What do others say you do best? What should you do best? One way to phrase this question is, "Unlike others in our field, I..."
- **Initiatives:** What are the most important initiatives that currently define your success and are where you should focus your time to move your career forward? List the three that should account for the majority of your focus over the next several months.
- **Performance metrics:** What are the most important performance metrics that define your success in achieving your purpose, vision and mission? In other words, how will you know you are successful?
- **Development opportunities:** What are the experiences, assignments, skills, educational opportunities, and other professional development opportunities that will advance your career? What behaviors and attitudes do you know you can build on, start doing, do less, or eliminate?
- **Relationships:** Who are the most important people who are critical to your success? Be sure to consider relationships up, down, across, and outside your organization, your industry and your professional sphere.

Leader POV: Your Relationships

Key Relationships

Peers/colleagues

Mentors

Customers

Managers

Direct reports

Investors

Outside advisors

Other key people

Thought-Starter Personal Core Values

Accountability	Consciousness	Fearless	Lawful	Responsibility	Transparency
Acceptance	Consistency	Feelings	Leadership	Restraint	Truth
Accomplishment	Contentment	Ferocious	Learning	Results	Understanding
Accountability	Contribution	Fidelity	Liberty	Results-oriented	Uniqueness
Accuracy	Control	Focus	Listening	Reverence	Unity
Achievement	Conviction	Foresight	Logic	Rigor	Valor
Adaptability	Cooperation	Forgiveness	Long-term View	Risk	Variety
Advancement	Courage	Fortitude	Love	Risk Taking	Victory
Adventure	Courtesy	Freedom	Loyalty	Safety	Vigor
Alertness	Creation	Friendship	Making a Difference	Satisfaction	Vision
Altruism	Creativity	Fun	Mastery	Security	Vitality
Ambition	Credibility	Generosity	Maturity	Selfless	Wealth
Assertiveness	Curiosity	Genius	Meaning	Self-reliance	Winning
Authority	Decisive	Goodness	Money	Sensitivity	Wisdom
Awareness	Decisiveness	Grace	Motivation	Serenity	Welcoming
Balance	Dedication	Gratitude	Openness	Service	
Beauty	Determination	Greatness	Opportunities	Sharing	
Being the Best	Development	Growth	Optimism	Significance	
Belonging	Devotion	Happiness	Order	Simplicity	
Boldness	Dignity	Hard	Organization	Sincerity	
Bravery	Discipline	Harmony	Originality	Skill	
Brilliance	Discovery	Health	Partnering	Smart	
Calm	Diversity	Honesty	Passion	Socializing	
Candor	Drive	Hope	Patience	Solitude	
Capable	Effectiveness	Humility	Peace	Spirit	
Careful	Efficiency	Humor/Fun	Performance	Spirituality	
Caring	Empathy	Imagination	Persistence	Spontaneous	
Caution	Empower	Improvement	Poise	Stamina	
Certainty	Endurance	Independence	Positivity	Status	
Challenge	Energy	Individuality	Potential	Stewardship	
Charity	Enjoyment	Influence	Power	Strength	
Cleanliness	Enthusiasm	Initiative	Prestige	Success	
Clear	Entrepreneurship	Innovation	Productivity	Support	
Collaboration	Environmental Awareness	Inquisitive	Professionalism	Surprise	
Collegiality	Equality	Insightful	Profit	Talent	
Comfort	Ethical	Inspiring	Prosperity	Teamwork	
Commitment	Ethics	Integrity	Purpose	Temperance	
Commonsense	Excellence	Intelligence	Quality	Thankful	
Communication	Experience	Intuitive	Realistic	Thorough	
Community	Exploration	Involvement	Reason	Thoughtful	
Compassion	Expressive	Irreverent	Recognition	Timeliness	
Competence	Fairness	Joy	Recreation	Tolerance	
Competition	Faith	Justice	Reflective	Toughness	
Concentration	Family	Kindness	Resilience	Tradition	
Confidence	Famous	Knowledge	Respect	Traditional	
Attentiveness	Customer satisfaction	Giving	Moderation	Tranquility	