

Development Exercise

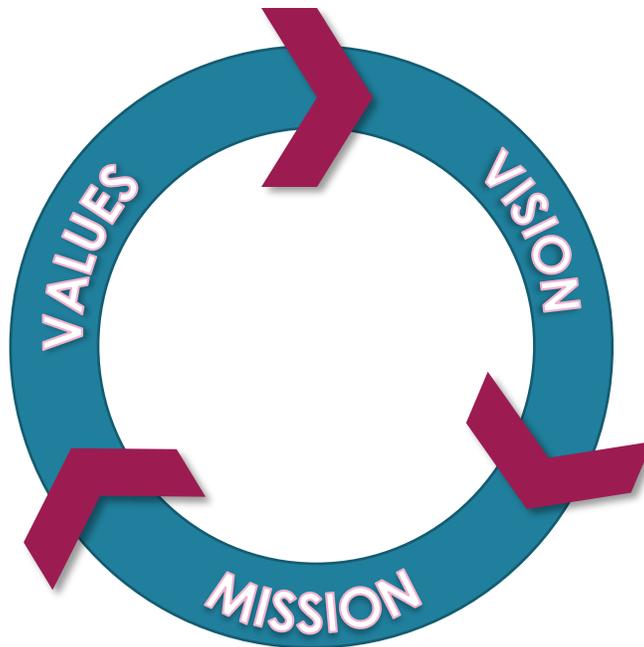
LEAD SELF

Personal leadership is the process of keeping your vision and values before you and aligning your life to be congruent with them.

~ Stephen Covey

As you develop your leadership skills as a champion of the Patient's Medical Home, what is your goal? What kind of leader do you want to be? What's important to you? What do you need to work on?

The following exercises will help you to reflect on your personal values and vision of ideal leadership, which will shape your leadership mission statement. This statement can help guide your current and future leadership development.



Personal Leadership Vision

Think of **up to 3 people** who are (or have been), in your opinion, **great leaders** in any arena of life – people you have known or known of. Write the names of these leaders in the left column, and **3 leadership characteristics** they display(ed) in the right column. (NOTE: You may find that some characteristics apply repeatedly.)

<i>Leaders</i>	<i>Characteristics they display(ed)</i>
1.	1. 2. 3.
2.	1. 2. 3.
3.	1. 2. 3.

Imagine that, years from now, you're receiving an award for helping your clinic/PCN/province/country achieve PMH goals and change the face of primary care. Write 2-3 sentences that reflect what you hope the presenter would say to describe you and your leadership.

<i>Description of my desired leadership qualities</i>

We all have natural gifts that we bring to any situation, AND we're all works in progress with room to grow. What are 3 natural strengths you bring to your role as a physician champion? What 3 areas do you need to work on to fully embody the description you wrote above?

<i>My natural leadership strengths</i>	<i>I need to work on</i>
1.	1.
2.	2.
3.	3.

Core Values

Think of **up to 3 people whom you admire** – they can be people you know, don't know, fictional, living, deceased, canine(!) – anyone at all. List their names in the left column, and three **personal characteristics or qualities** that you admire about them in the right column.

<i>People I admire</i>	<i>Why? (characteristics)</i>
1.	1. 2. 3.
2.	1. 2. 3.
3.	1. 2. 3.

Think about what you loved to do when you were young, with fewer responsibilities and expectations. List your top **3 activities/hobbies** in the left column, and two words that describe how you felt when you were doing them in the right column.

<i>Thing I loved to do</i>	<i>Why? (how I felt)</i>
1.	1. 2.
2.	1. 2.
3.	1. 2.

Look back at the right-hand columns from the 3 activities. Are there any **words that appear more than once**? Common themes? List them below.

<i>Repeated descriptors or themes</i>

Based on the words in the previous box, narrow the group down to the **3-5 words** that best describe your core values.

My core values

- 1.
- 2.
- 3.
- 4.
- 5.

Personal Leadership Mission Statement

Now write a 'mission statement' that is in alignment with your leadership vision and core values, and reflects the leader you want to be.

(Tip: A mission statement is only useful if it's truly meaningful to you and concise enough to remember. Don't worry about the 'rules' – think about what will have meaning and utility for you on your leadership development journey.)

My leadership mission statement

Your personal mission statement can be your reference guide or 'compass' when you're faced with a challenge or a decision. Will saying 'yes' align with your mission? Are your actions moving you closer to your mission?

Keep in mind that mission statements can change and evolve. If your statement is no longer working for you – change it! Some people set a new mission statement every year. Some choose a single word that reflects their mission. There are no rules – there is only what works for you.