Continuous Leadership Journey: Self-development

Content

Marshall Goldsmith: Identity: How Do We Know Who We Are?

Heidi Grant Halvorson: Agility Requires Assessments

Dorie Clark: How to Tell Your Story

Kevin Cashman: Purpose Should Drive Performance

Activity

Assess Yourself

Step One: Watch the Video

Watch the video Agility Requires Assessments featuring Heidi Grant Halvorson. Commit to taking some time to self-assess how you are progressing, both in your personal development and toward your goals.

Step Two: Assess Yourself

Assess yourself using this process:

1. Ask yourself, on a scale of 1-10 (with 1 meaning "not much" and 10 meaning "a great deal"), how much you have developed personally in the past year. This can include knowledge you have acquired, a core skill you have developed, or a new behavior you have learned.

2. Tell your peers and coworkers that you'd like their help in conducting a self-assessment. Ask them how much they think your actions and behaviors have improved over the past year. Tailor your question to address your own developmental efforts – for example, are you trying to be more confident, effective, or focused? Ask about the behaviors you are trying to develop. Ask not only about your growth or improvement over the last

Research

"Psychologists describe relearning, or changing your emotions and behavior, as similar to retraining a horse along its route. If you ride a horse the same through a path every time, he will only reluctantly go down a new path. And every time the horse gets to that juncture, he will hesitate. It's only with consistent stopping and guiding the horse down the path that he will unlearn the old and relearn the new."1

-- Psychology Today, April 2004

Outcome

Perform a self-assessment of your development efforts to help meet your goals.
year, but also about behaviors they would like you to stop, start, or continue.

3. Ask your manager or coach how much he or she feels your actions and behaviors have improved and how he or she would like to see you develop even further.

**Step Three: Combine Your Assessments**

Combine your assessment of yourself with your assessments from others and identify one or two behaviors that, if developed, would help you meet your goals. This is an important part of the assessment, in order to put your development in context.

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1 Nando Pelusi, Ph.D, "Assessing Yourself, Honestly," Psychology Today, April 2004

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### Provocative Questions 1-4.

Now create one of your own.

- When I listened, did I really hear what was being said to me? Yes/No
- Did I provide coaching to anyone today? Yes/No
- Did I have good work/life balance? Yes/No
- If you took this leadership journey last year, what did you learn that you’ve put into action?