



BetterBalance Coaching Coaching Tool Kit

The Leadership Wheel

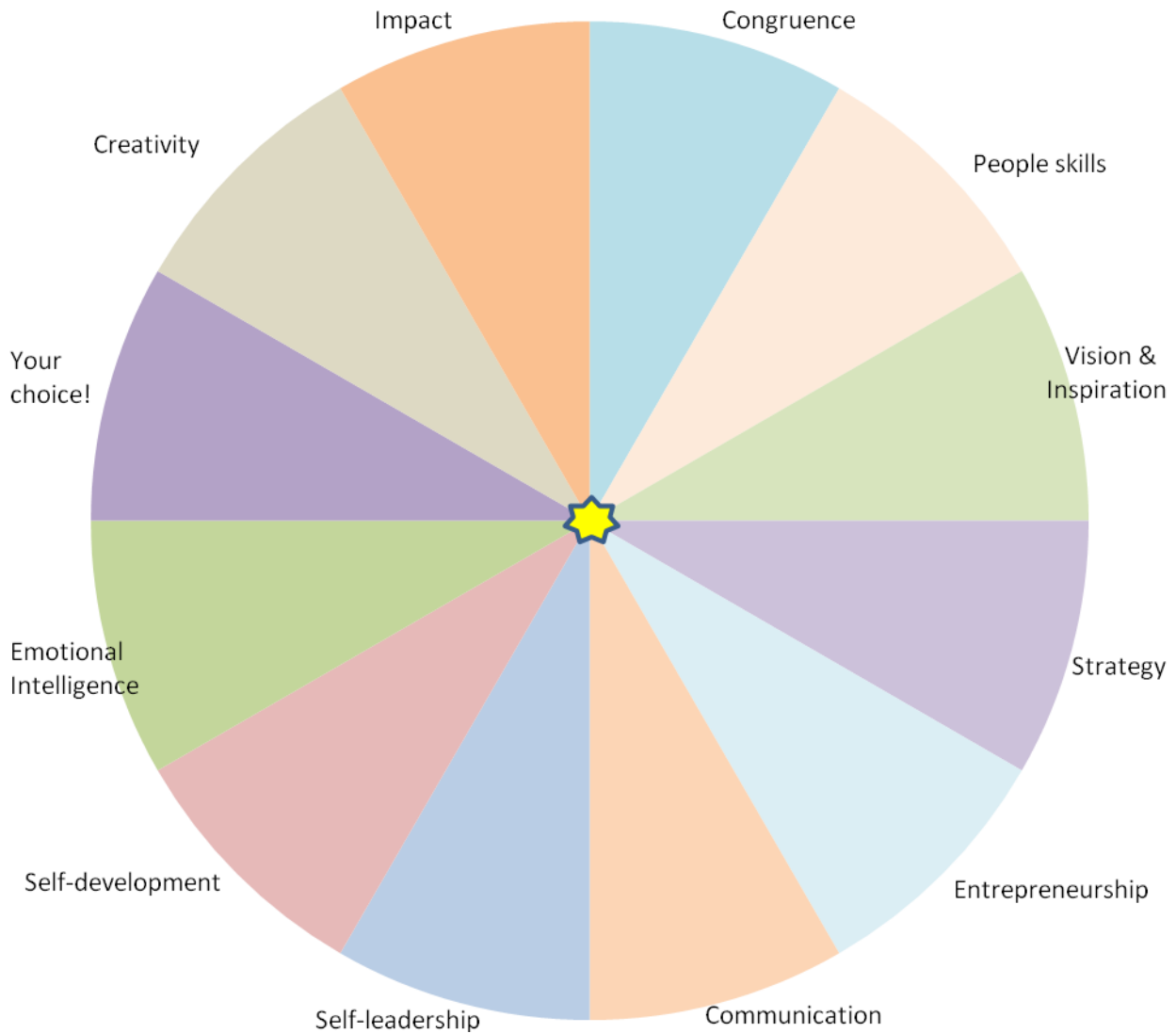


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The Leadership Wheel

In each of the twelve areas how satisfied are you with how you are performing? Score each area out of ten where a high score, say 8 or 9 means you are very satisfied and a lower score means less satisfied. This could also apply to your team or to your organisation. How is the balance? What areas are strong? Where are your greatest opportunities to improve your performance and become a more effective leader? Where do you want to focus your attention?



(see over for a summary description of each area),



People skills Making the most of people. The ability to motivate and develop others, to improve performance of individuals and teams, to manage change, to build and maintain effective relationships.

Vision and Inspiration Having a clear vision for what you want to achieve and where you want to be. Inspiring others to share your vision, aspire to success and to work to common goals.

Congruence Having clarity about who you are, your purpose, values and beliefs. Staying true to yourself and honouring your values in the way you lead your life and work. Being comfortable being yourself without the need to put up a facade.

Impact Having a positive impact by the results you achieve, the transformation you bring about in yourself, in others and in your organisation.

Creativity Bringing new, exciting and imaginative solutions to the table. Using initiative and doing things differently. Making life and work fun for yourself and others.

Entrepreneurship Having the vision, courage and commitment to go for bold ideas, take risks and see great ideas through to successful completion.

Strategy Effective strategic thinking, planning and decision making – seeing both the wood and the trees.

Self-leadership Prioritising the important things and staying in control of your time, your attitude and your behaviours, maintaining your energy, health and wellbeing, achieving your desired life/work balance.

Communication Ability to listen and communicate clearly, to influence and persuade others, to market yourself and your business/organisation.

Emotional Intelligence Connecting with your emotions and feelings, understanding what these mean and how to engage with them and manage them most effectively. Being able to work with negative emotions and have awkward conversations.

Self-development Your ongoing development of your skills, knowledge and learning, achieving continuous personal growth in your life and work.

Your choice! If you want an additional area then pick another one of your choice relevant to you and your work.



Notes from my Leadership Wheel

What do you notice? What strikes you? Which segments of your wheel is your attention most drawn to and which stand out as offering the most important priorities for improving your performance, gaining development or making changes?

