

FIERCE **AND** **ACCOUNTABLE**

Lessons in Leading Out Loud: A Reflection Guide

YOUR TURN

Fierce and Accountable: Lessons in Leading Out Loud has been about stories. Mine. But the most important stories for your leadership journey are yours.

The following prompts are designed to help you identify your own Lead Out Loud Lessons—the experiences, decisions, and moments that have shaped who you are as a leader. There are no right answers. There is only your truth. Write honestly. Write specifically. And do not rush the questions that feel uncomfortable. Those are usually the ones that matter most.

You can work through these on your own, use them with a coach or mentor, or bring them to your team as part of a leadership development conversation. However you use them, the goal is the same: to help you lead more fully and exactly who you are.

Name

Date

CHAPTER 1

FROM SMALL TOWN TO BIG VOICE

01 Where did you come from, and what did that place give you that you have not yet fully claimed as a leadership asset?

02 Who is the person from your earliest life who modeled something about leadership, courage, or service, whether they knew it or not? What did they teach you?

03 Whose ceiling have you accepted that was never actually yours? Name it. Then decide what you are going to do about it.

CHAPTER 2

THE FIRE AND THE FEARLESS

01 Think back to the first time you felt courage. What were you doing? What did it cost you to do it? What did it give you?

02 Where in your life right now are you standing at the edge, choosing comfort over the thing you actually want to do? What would it look like to choose differently?

03 Who in your world needs to see you jump first? What would it mean to them if you did?

CHAPTER 3

THE ROOM WHERE IT HAPPENS

01 Think about the last high-stakes room you walked into. Did you walk in with intention? Did you know where you were going to sit and why? What would you do differently now?

02 Who in your organization is not being seen in the rooms they belong in? What is one specific thing you can do to change that this week?

03 What is the hardest thing you have ever had to say in a room full of powerful people? What happened when you said it? What would have happened if you had kept silent?

CHAPTER 4

DECIDE NOW

01 What is the decision you have been circling? Name it specifically. Now walk it through the Lead Out Loud Decision Framework: What is your yes or no? What does honest preparation look like? What does doing actually require?

02 Think about a decision you made that looked like a sacrifice at the time but turned out to be one of the best choices you ever made. What did that teach you about trusting the framework over the fear?

03 Where in your leadership are you waiting for more information when what you actually need is more courage?

CHAPTER 5

BUILD PEOPLE UP OR GET OUT OF THE WAY

01 Are you a cheerleader or a champion to the people you lead? Do you know where each of your direct reports wants to go in three years? If not, what conversation do you need to have this week?

02 Think about your own mile seventy-four moment, a time when someone showed up for you when you had nothing left. Who was it? Did you tell them what it meant? And who in your world is at mile seventy-four right now?

03 Is there a leader above you who is diminishing rather than developing? What does your integrity require you to do about that? Are you at risk of becoming one of “those” leaders?

CHAPTER 6

SAY THE THING

01 What is the thing you have not been saying? In your organization, on your team, to someone you lead or someone who leads you? What is it costing everyone that you have not said it?

02 Think about the last time you built trust before a crisis arrived. What did that preparation make possible when things got hard? Where do you need to be doing that work right now?

03 Who in your world does not yet have the platform or the position to say the thing that needs to be said? How can you use your voice on their behalf?

CHAPTER 7

BET ON YOURSELF

01 What is the opportunity, role, or stage you have not applied for, stepped toward, or claimed yet? What are your seven out of ten? Name them. Now name the three you do not have yet and ask yourself: "Can those be hired for, learned, or built?"

02 Where in your life are you waiting to be certain before you bet on yourself? What would it mean to proceed anyway?

03 What is your Act II? What are the two things you have always loved to do/work on, but have yet to do it? What would it take to make them the main event?

CHAPTER 8

LIFT AS YOU CLIMB

01 How are you using your time, talent, treasure, and ties right now? Which of the four are you most generous with? Which are you holding back, and why?

02 What tradition of giving back could you build with your family, your team, or your community? Something recurring, something that teaches as much as it gives?

03 Who are you pulling up with you? Name them specifically. If you cannot name anyone, that is your answer about what needs to change.

CHAPTER 9

DOWN IS NOT OUT

01 What is the failure you have been carrying as a verdict instead of as data? Name it. Now reframe it: what did it actually teach you, and how has it made you more precise?

02 Are you carrying your failures the way the research suggests women often do, thoroughly, personally, and without much mercy? What would it look like to extract the lesson and set down the self-doubt?

03 Have you relinquished your decision making and ended up in failure mode? What did you learn from this experience?

YOUR CREW

THE BOARD THAT MATTERS MOST

01 Who is on your personal board of directors right now? Name them. What role does each one play: truth-teller, champion, mentor, laughter-keeper, someone who needs you?

02 Who is missing from your board? What kind of person, what perspective, what kind of honest voice do you not yet have in your inner circle?

03 When did someone on your crew show up for you at your mile seventy-nine? Did you tell them what it meant? If not, what is stopping you from doing that today?

YOUR LESSONS**YOUR LEAD OUT LOUD LESSONS**

Now it is your turn to write them.

Based on your own stories, your own rooms, your own decisions and failures and moments of courage, what are the five Lead Out Loud Lessons that belong to you? Not the ones from this book. Yours.

Write them here. Write them in your voice. Write them like someone who has been in the room, because you have.

01

02

03

04

05

And your Badass Bit—the one thing you want to carry with you:

LEAD OUT LOUD. THE WORLD IS WAITING!