

Developing Leaders Reflection & Practice Worksheet

Story Reflections & Mini-Challenges

Ancient: Socrates and the Art of Questioning (Greece, 5th Century BCE)

Reflection: Do I create dependence through answers—or empowerment through questions?
 Mini-Challenge: Coach someone this week using only questions. Let them find their own clarity.

Middle Era: Ignatius of Loyola and the Jesuit Formation (Spain, 16th Century)

Reflection: Do I invest more time in people's performance or in their formation?
 Mini-Challenge: Have one development conversation focused purely on growth, not tasks.

Modern: Toyota Kata (Japan, 20th Century)

Reflection: Do I solve problems for others or teach them how to solve them themselves?
 Mini-Challenge: Next time someone asks for an answer, respond with a question that helps them learn instead of depend.

The Five Levels of Leadership

Position → Permission → Production → People Development → Pinnacle

Level	Description	Rate (1-5)	Action to Grow
Position	People follow because they have to (authority-based).		
Permission	People follow because they want to (relationship-based).		
Production	People follow because of what you've accomplished (results-based).		
People Development	People follow because of what you've done for them (growth-based).		
Pinnacle	People follow because of who you are and what you represent (legacy-based).		

Mini-Challenge: Identify one person you'll intentionally mentor this month—not for performance, but for potential.

Weekly Leadership Development Tracker

Day	How I Helped Develop Another Leader
Mon	
Tue	
Wed	
Thu	
Fri	
Sat	
Sun	

Journaling Prompt

What did I notice this week about how my leadership changes when I focus on developing others instead of directing them?