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A Leadership Field Guide

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# Authenticity

A thin, dark vertical line is positioned to the right of the word 'Authenticity', extending from the top of the word down to the bottom of the slide.

# 100 things about me

Create a list of 100 things that help describe who you are. What you put on the list is solely up to you. It could be qualities you possess, things you enjoy, formative experiences, etc. You may start this list until you've exhausted everything that comes to mind. If you aren't at 100, then come back to it later and continue.

# Authenticity alignment

List the current experiences where you feel you aren't being authentic.

For each one, explore why you are in that situation and what is preventing you from changing it.

Go over your list with a friend or coach and discover ways to make the shift to authenticity.

# User's manual

I gave this exercise to a client who was a vice president at a national organization. A year later she told me that not only did she fill one out, but had all of her employees do the same. Then she compiled everyone's responses into a booklet to give to all new employees and had them add theirs as well. Fill out the following:

The things I most enjoy working on involve...

What people can always rely on me to provide include...

When I am at my best I am...

Some areas where I may struggle are...

What really makes me trust people is...

I appreciate it when the people I work with...

The kinds of people that complement my strengths...

What constitutes work well done is...

The best way to share feedback with me is...

What makes me feel engaged is...

# Audience analysis

When you make decisions about things like what job to take, purchases, etc., think of the audience you have in mind and how they influence you. Often, our imagined audience has a recurring phrase it likes to utter (i.e. “You must strive to be \_\_\_\_\_,” “You never do this right,” etc).

Identify the phrases your recurring audience uses.

List three that are positive.

List three that are negative.

State where you think the phrase originated for you.

Evaluate if and how it is accurate and helpful. If it isn’t accurate or helpful. Create a new message to replace it. Repeat it to yourself when you catch the old message bubbling up.

# Trusted confidant survey

Give the following survey to 3-5 people. I recently had a group of 23 teenagers do this exercise and what they learned from parents, teachers, coaches and friends told them more about themselves than they previously knew.

The person who gave you this questionnaire is in the process of gathering information for a leadership course. You received this form because he or she views you as: trustworthy, honest, respectable, and important

Please answer the questions below as honestly and completely as possible.

1. What are the two or three qualities you most value in the person who gave you this form? For each quality you list, describe why it's valuable to you.
2. What does this person do better than anyone else you know?
3. What shows up when he or she shows up and leaves when he or she leaves?
4. What do you rely on him or her for?
5. What personal quality would you say holds him or her back the most?
6. What single incident have you seen or witnessed with this person that best characterizes him or her?
7. What has been the greatest benefit to you because of knowing this person?

# Authentic values

Based on how you actually live, and not what you aspire to be, or what sounds noble: what are five values you actually practice day to day? Remember, you are not answering as a Miss America contestant. If you do not actively do things to bring about world peace every day, then it is not one of your top five values.



# The Monitoring Yourself assessment

Go to <http://www.outofservice.com/self-monitor-censor-test/> and take the free assessment.

## Take a Video

Take a video of yourself (i.e. when giving a presentation or just having a conversation with someone) and watch the video.

In what ways do you appear differently on video than how you imagine yourself?

What do you see in the video of yourself that you can appreciate, that you previously may not have seen?

What resistance do you have as you watch yourself?

## Online survey

Go to [www.AuthenticHappiness.org](http://www.AuthenticHappiness.org) and take the free online strengths survey.

# Self development: the Richard Boyatzis Model

In a book called *Primal Leadership*, the authors, Daniel Goleman, Richard Boyatzis, and Annie Mackee describe a process for Self-Directed Learning that leads to five discoveries:

*Discovery 1:* My ideal self—Who do I want to be?

*Discovery 2:* My real self—Who am I? My strengths: Where my idea and real self overlap. My gaps: Where my idea and real self differ

*Discovery 3:* My learning agenda: Building on my strengths while reducing gaps

*Discovery 4:* Experimenting with new behavior, thoughts and feelings. Practicing the new behavior building new neural pathways through to mastery.

*Discovery 5:* Developing trusting relationships that help, support and encourage each step in the process.

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