



Resilient Leadership – Personal Development Plan

To help you think about how you wish to expand your capacity as a resilient leader, identify 3-5 Resilient Leadership behaviors/characteristics you most want to develop in the coming months. For a fuller treatment of these Core Competencies and Practices, consult our book, [Resilient Leadership 2.0](#).

Core Competencies	Resilient Leadership Behaviors/Characteristics I wish to develop:
<p><u>Less Anxious Presence</u></p> <p>Definition: An ability to embody and communicate inner calm in a way that helps others to lower their own anxiety.</p> <p>Core Practice: 6-Second Centering</p>	
<p><u>Lead With Conviction</u></p> <p>Definition: To act boldly, take clear stands, and be willing to take risks (even when it makes you vulnerable to failure and ridicule) for the sake of preserving core values or creating a new future you care about.</p> <p>Core Practice: Communicate Where You Stand</p>	
<p><u>Stay Connected</u></p> <p>Definition: The ability to strike a healthy balance with stakeholders by being “close enough to influence, yet distant enough to lead.”</p> <p>Core Practice: Be Separate yet Stay Connected</p>	

<p><u>Triangles</u></p> <p>Definition: A triad formed to lower the stress between two people. Triangles are universal and can be either healthy or toxic, depending on a person’s position in them and how the person functions within them.</p> <p>Core Practice: Practice Emotional Neutrality</p>	
<p><u>A New Way of Seeing:</u></p> <p>Definition: The ability of a leader to recognize the presence and influence of automatic, instinctive forces in self and in the relationship systems of which the leader is a part.</p> <p>Core Practice: Get on the Balcony</p>	
<p><u>A New Way of Thinking:</u></p> <p>Definition: The ability of a leader to “think systems” by reflecting thoughtfully on the actions, reactions and interactions that s/he has observed among people in the emotional system of which the leader is a part.</p> <p>Core Practice: Balance the Seesaw</p>	



A New Way of Leading:

Definition: The exercise of leadership by focusing first on one's own self-differentiation, "staying connected" to others by working to maintain a healthy self-other balance, and "leading with conviction" by functioning in a less reactive, more thoughtful and principled fashion.

Core Practice: Focus on Your Own Functioning

Personal Development Goals

Based on your work above, identify one to three S.M.A.R.T. goals you want to accomplish in the coming months in order to build your capacity as a resilient leader. Set bold but realistic goals that are truly meaningful for you.

Goal #1: _____

Goal #2: _____

Goal # 3: _____