



RADICAL REFLECTION FIVE DAY CHALLENGE

# WORKBOOK



# A NOTE FROM YOUR FACILITATOR

WELCOME TO THE CHALLENGE

Welcome to the Radical Reflection Five Day Challenge. I believe most leaders are suffering from what I call reflection deficit, so this challenge aims to tackle that head on.

The challenge is running live from 22nd to 26th February 2021 at Leadership Today On-Demand, but you can take part in the five day challenge whenever you want from those dates onward.

So what are you signing up for here? Each morning starts with a brief video introducing the challenge for that day. These are backed up by this workbook which includes a range of reflection activities. There is a chance to share some of your reflections with other participants in the comments for each video.

The challenge is open to everyone in the week of 22nd to 26th February - after that it will be available for Leadership Today On-Demand subscribers to complete whenever they want.

I'm looking forward to working with you across the week.

*Andrew Beveridge*

Andrew Beveridge  
Psychologist and Founder  
Leadership Today

# DAY ONE

## VALUES

Our values shape the way we think, feel and act. Understanding what matters to us most is a foundational part of a fulfilling and meaningful life.

Complete the values questionnaire on the following page. Read through the list of values and descriptions, then mark your top ten with a tick next to each. You can then refine that list of values down to three.

Note your top three values below:

**Value One**

**Value Two**

**Value Three**

**Current:** How well does your life currently reflect these values in terms of energy, effort and time?

**Change:** What one change could you make this week so your life better reflects these values?

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# VALUES CHECKLIST

Read through the following list of 25 common values\*. Initially pick out around 10 values that you would see as most important to you and place a mark in the column provided. From that list then select your top 3 values and place a mark next to each of them in the column provided.

Value	Definition, examples	Top 10	Top 3
<b>Achievement</b>	Experience a feeling of accomplishment for a job well done, that you've made a contribution, sense of competency		
<b>Advancement</b>	Have the opportunity to work hard and be promoted or move directly to higher-level job		
<b>Autonomy</b>	Seek responsibilities that allow freedom to determine how and when the work is accomplished, sense of freedom, independence		
<b>Beauty</b>	Create things that are beautiful and contribute to making the world more attractive, appreciation of nice things		
<b>Challenge</b>	Use your abilities to solve difficult problems, overcome obstacles, give you a sense of accomplishment		
<b>Competition</b>	Pit abilities against others with win/lose outcome, strive to be the "best"		
<b>Contribution</b>	Feel what you do makes a difference, provides new knowledge, enhances existing systems, promotes development of others		
<b>Creativity</b>	Use imagination, artistic expression; develop new ideas, inventions, solutions; have room for self-expression		
<b>Excitement</b>	Value taking risks, fast-paced environment, sense of adventure, taking chances for big reward, travel to new places		
<b>Financial reward</b>	Earn high income, provide material comfort and security, receive fringe benefits		
<b>Fun</b>	Work in setting where free to be playful, exuberant, humorous, accommodates high energy level		
<b>Helping others</b>	Provide direct services to people with problems, helping others better their lives; provide quality service		
<b>Integrity</b>	Able to be true to yourself, maintain personal standards, not forced to compromise, work/environment complements values, personal beliefs		
<b>Intellectual stimulation</b>	Require great amount of thought and reasoning, allows opportunities for increasing knowledge, improving skills, learning new things		
<b>Leadership</b>	Direct, manage or supervise activities of others, guide them in working together, be responsible for their performance		
<b>Life balance</b>	Require work that does not interfere with off the job life, flexible schedule as long as get job done, time for personal/leisure activities		
<b>Physical challenge</b>	Use your hands or hand tools, have high level of physical activity, operate machinery, make or build things		
<b>Power / authority</b>	Control work activities of others, be in a position to influence the opinions or the decisions of others, make decisions		
<b>Personal growth</b>	Engage in work that offers opportunity to learn and grow as a person, room for introspection		
<b>Recognition</b>	Have others look up to you, admire your skill and expertise, be seen as admirable and successful, have sense of status and prestige		
<b>Social Responsibility</b>	Feel work contributes to betterment of society, dedicated to improvement of health, welfare, education of society as whole		
<b>Stability / security</b>	Avoid abrupt changes, prefer predictable work environment, routine, work towards clear structured goals, feel high probability that you can retain job		
<b>Variety</b>	Want different activities, problems, people, places - not a fixed routine, room for flexibility and spontaneity		
<b>Work environment</b>	Work in a setting that meets specific external needs (easy commute, time outdoors, casual dress, office with a window for example)		
<b>Working with others</b>	Interact with others on a frequent basis, develop collaborative working relationships, team-oriented, value cooperation, sense of belonging		

\* Adapted from Wellesley Centre for Work and Service - . [www.wellesley.edu/cws/students/values.pdf](http://www.wellesley.edu/cws/students/values.pdf)

# DAY TWO

## SUCCESS

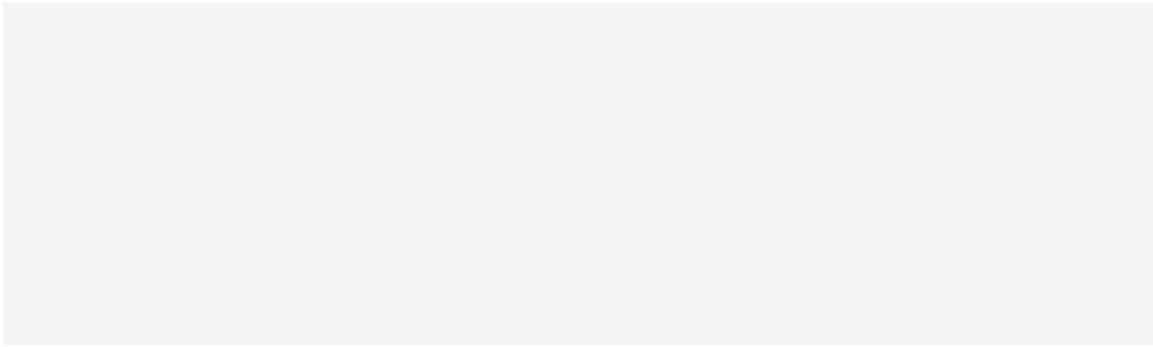
Some key points we covered today in relation to success are:

- You **can** and **should** define what success means for you
- It is okay for your definition of success to change over time
- Success is accomplishment
- Success is best with others

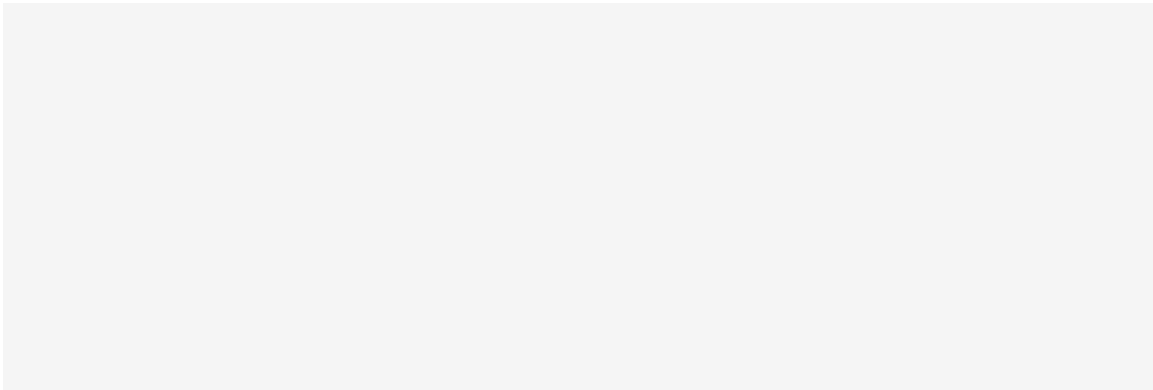
**Current:** What is success to you right now? Be as specific as possible, including goals that you may be working towards.

**Evaluate:** How successful are you right now? How do you feel about that?

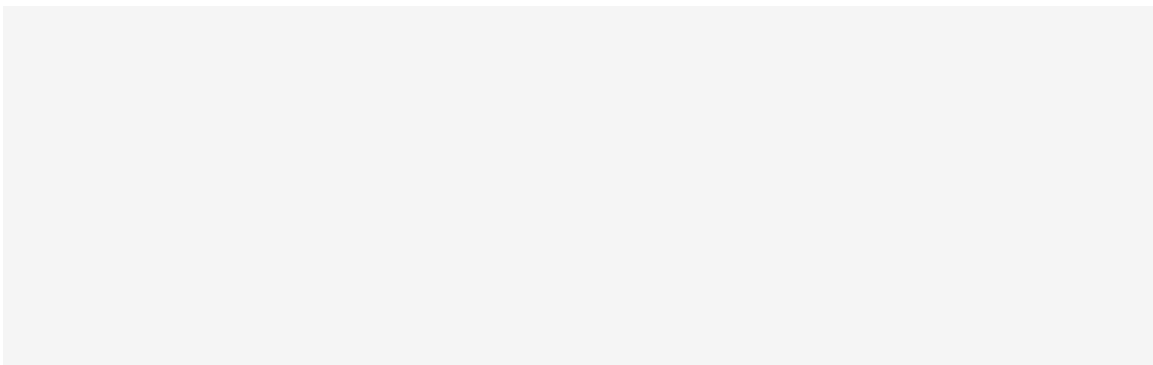
**Looking Back:** How might success for you now be different to your definition of success in an earlier season of life?



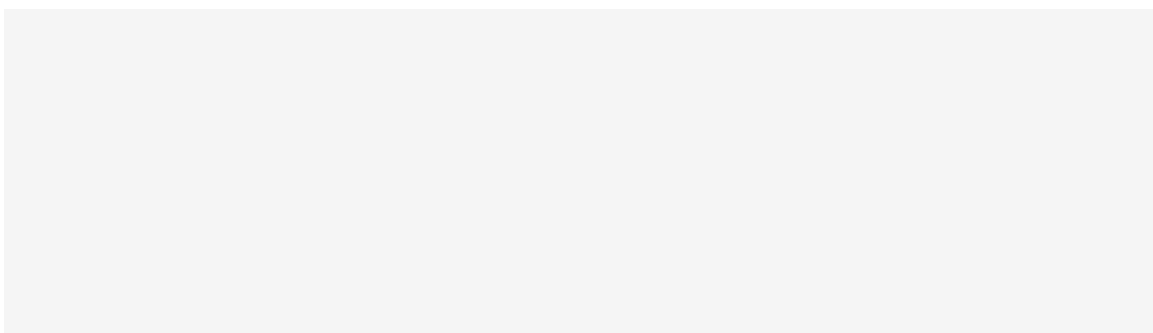
**Distractions:** What other definitions of success (from work, friends, society etc.) might cloud your sense of purpose?



**Support:** Who can support you in your pursuit of success? Who are the cheerleaders in your life?



**Teaming Up:** Who can you team up with to achieve joint success? How might you work with others to achieve something even bigger?



# DAY THREE

## GROWTH

***“Growth is the only evidence of life”***

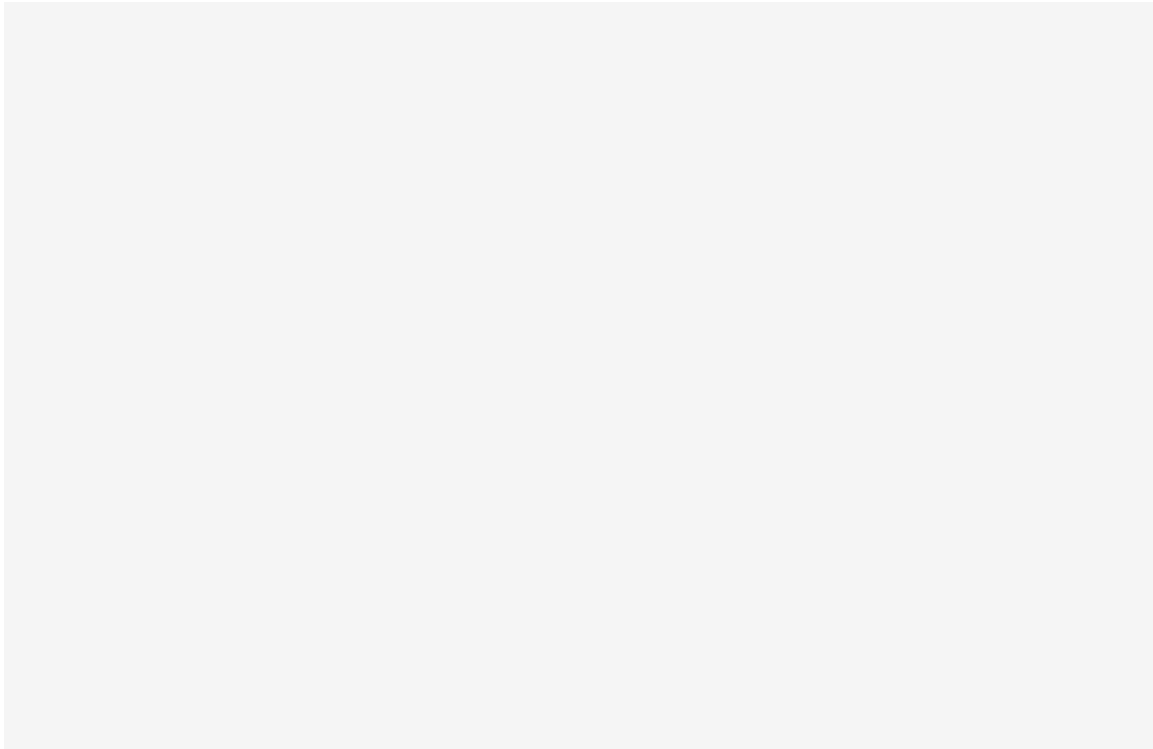
John Henry Newman

**Growth:** What can you do today that you couldn't do a year ago?

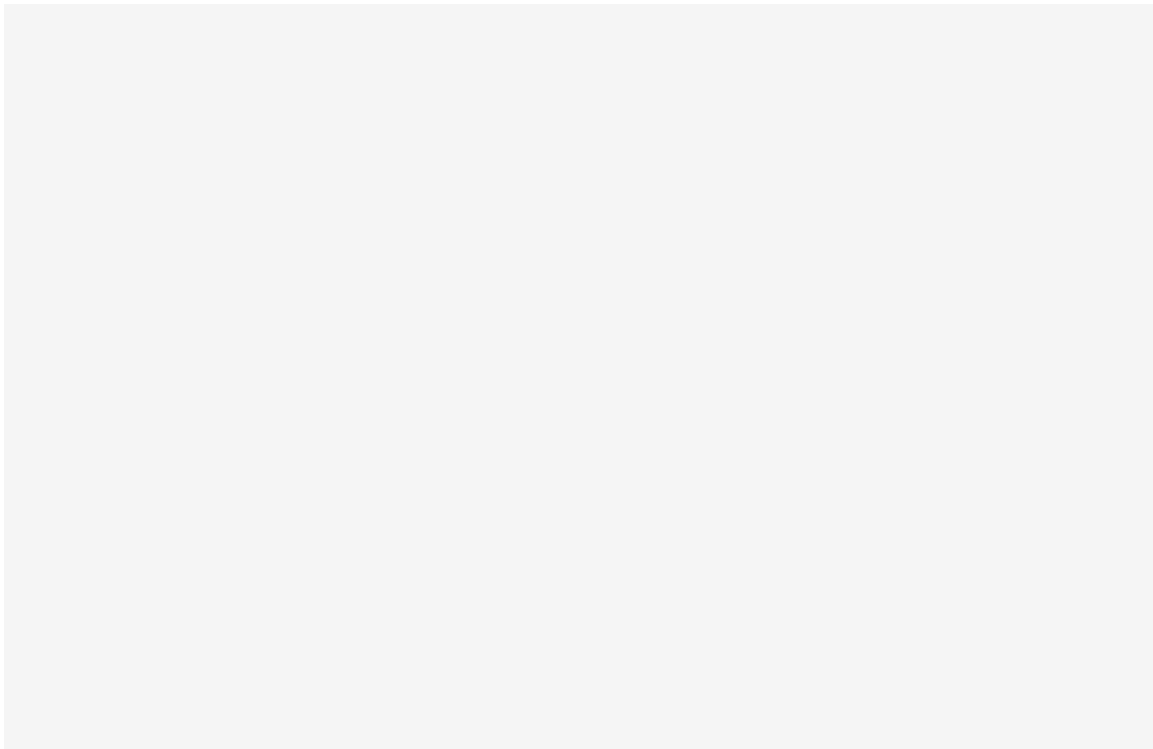
**Process:** How have you been learning over the past year? What has worked well?

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**Looking Forward:** In what areas do you want to grow? What is one thing you have always wanted to learn?



**Moving Forward:** How might you develop in this area? What is one step you might take this week to advance your growth in this area?





# DAY FOUR

## GRATITUDE

As we seek to increase our daily experience of gratitude here are three activities that you can complete. I recommend trying all three of these today, and then identify which activity you might continue for the next 21 days.

### GRATITUDE JOURNAL

Note three new things you are grateful for each day using a journal or notes app.

Write a letter of gratitude to someone you haven't fully thanked.

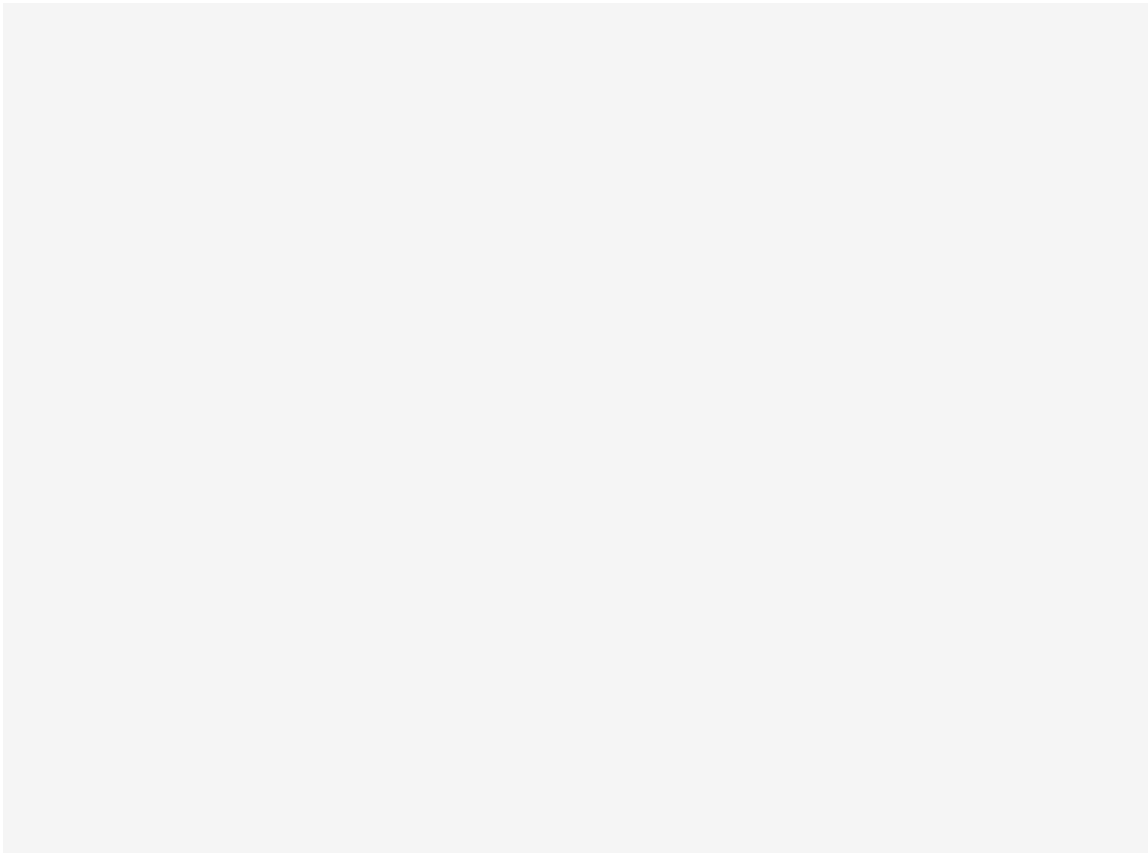
### GRATITUDE LETTER

Intentionally do something nice for someone else.

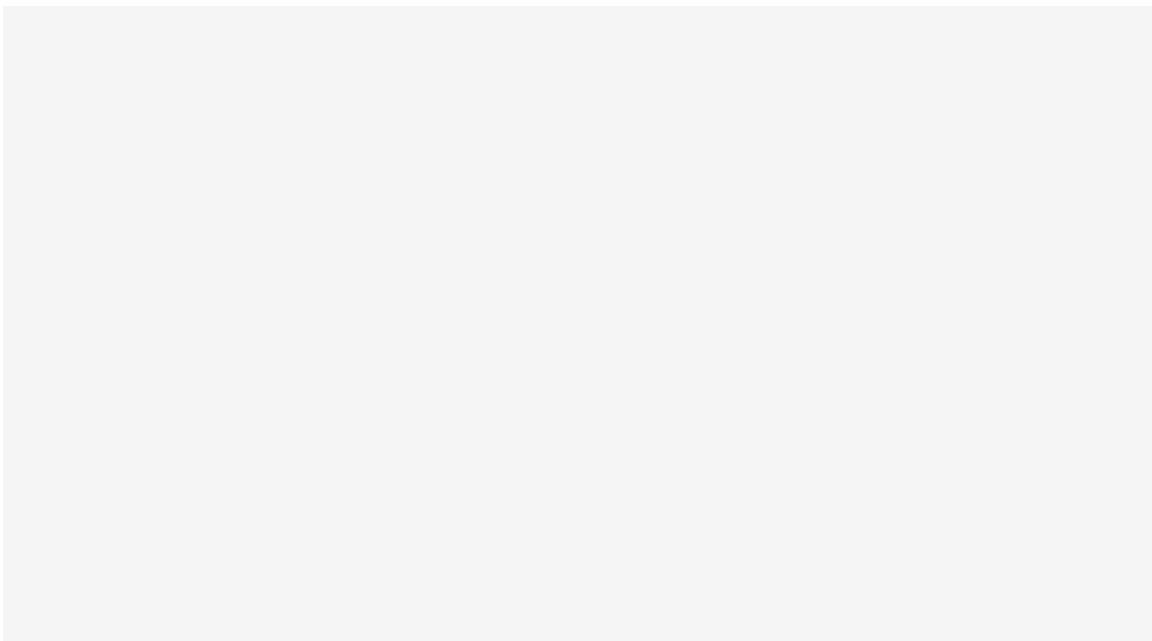
### ACT OF KINDNESS

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**Review:** What was the impact of completing the three gratitude activities? What benefits did you see for you and others?



**Moving Forward:** Which activity would you like to continue for the next 21 days? How might you ensure you stick to to this goal? Who can hold you accountable?





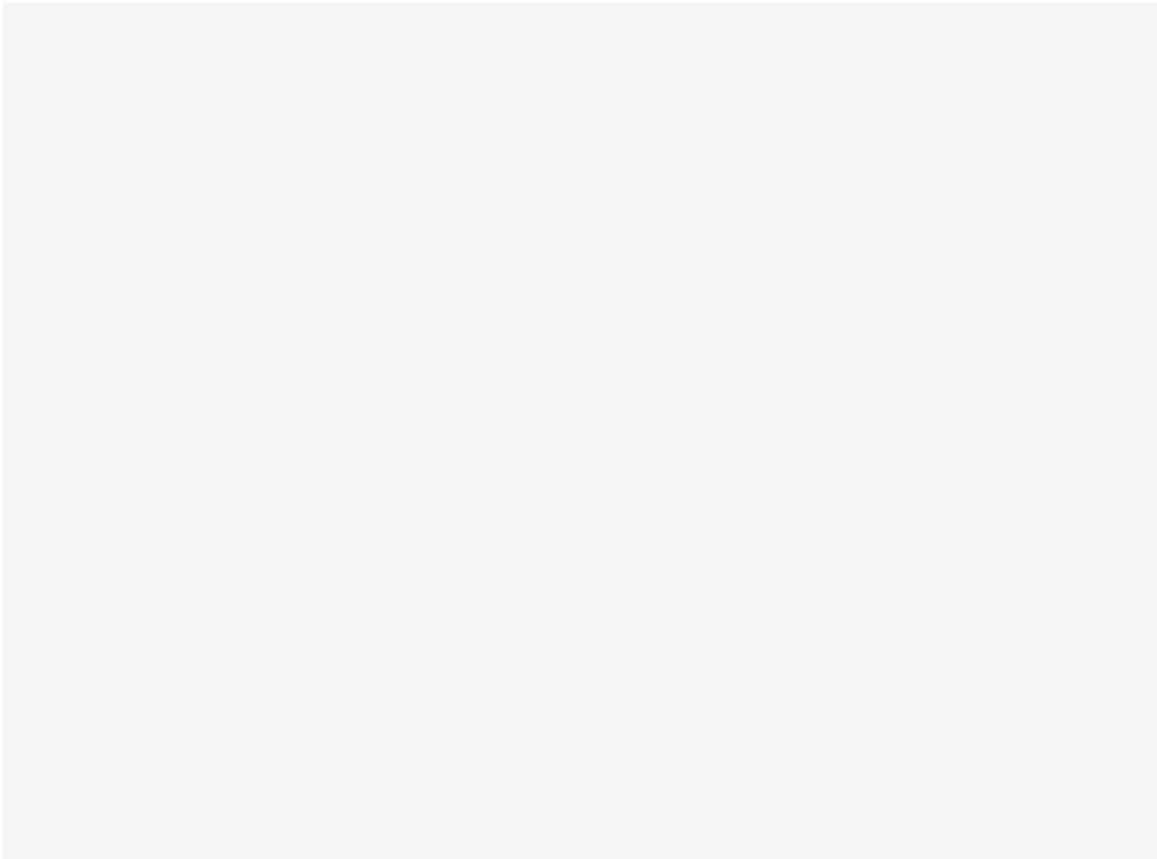
# DAY FIVE

## REFLECTION

***“Most people overestimate what they can do in one year and underestimate what they can do in ten years.”***

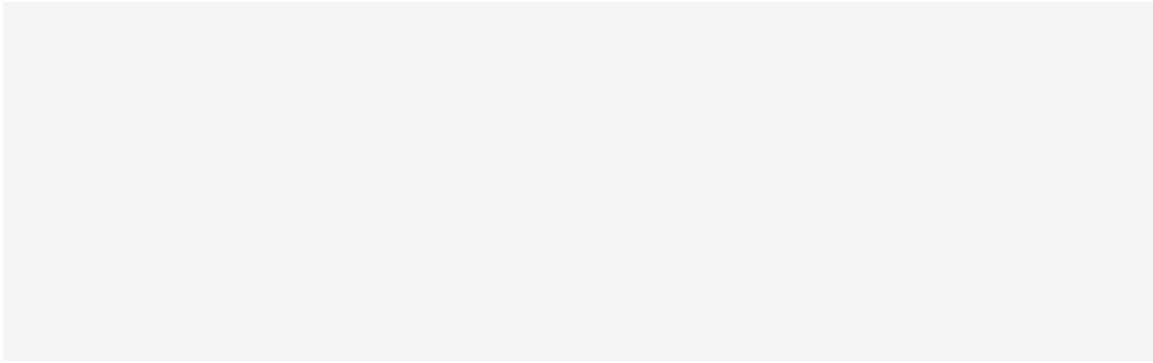
Bill Gates

**Focus for the Decade:** How would you describe the season you are in? Where do you hope to be in 10 years?

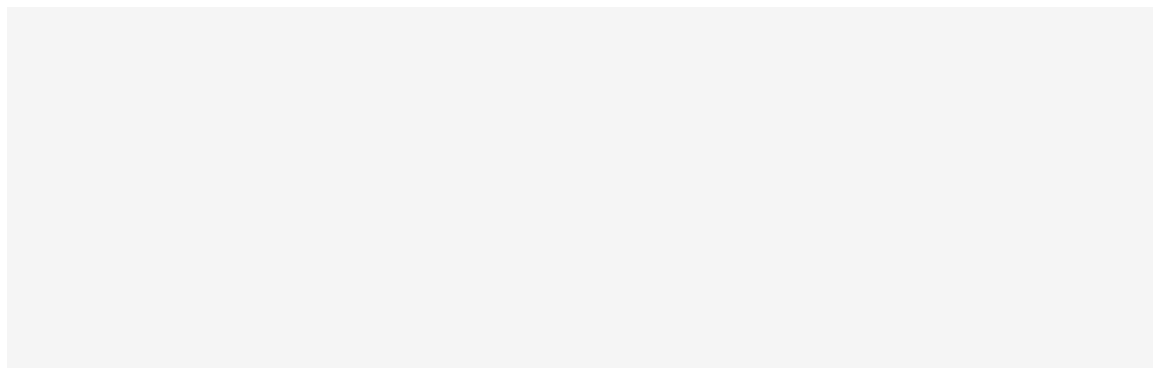


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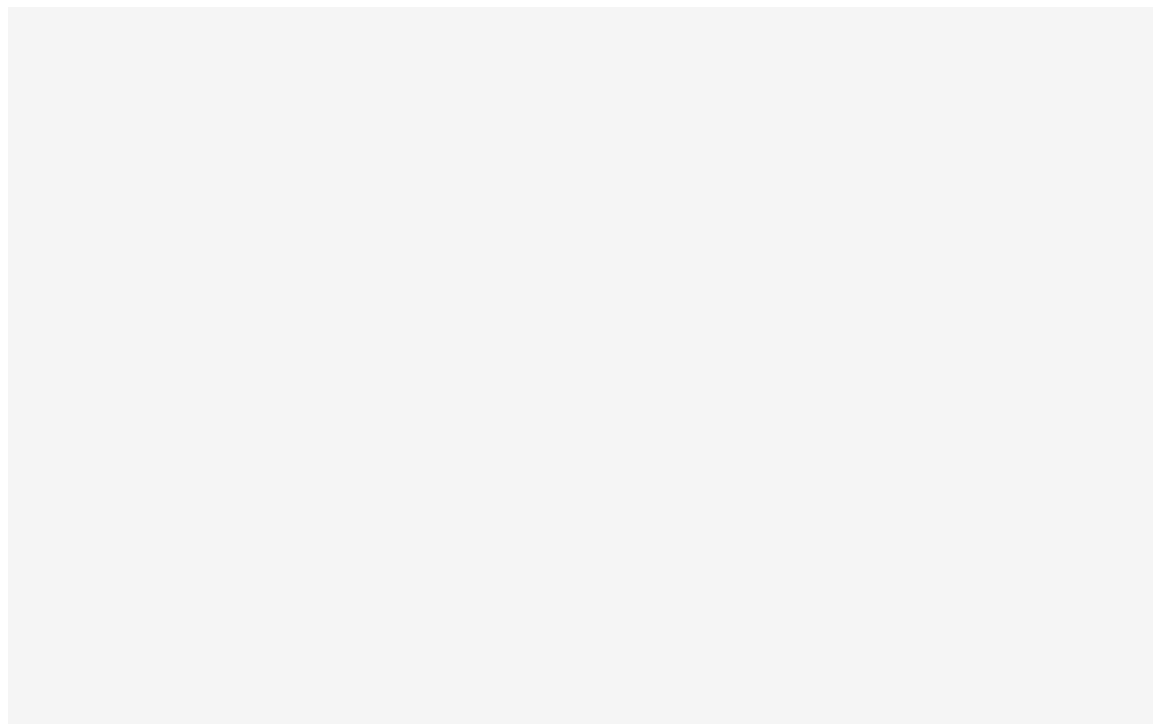
**Focus for the Year:** What is the theme for this year? What are a few key words to sum up this theme?

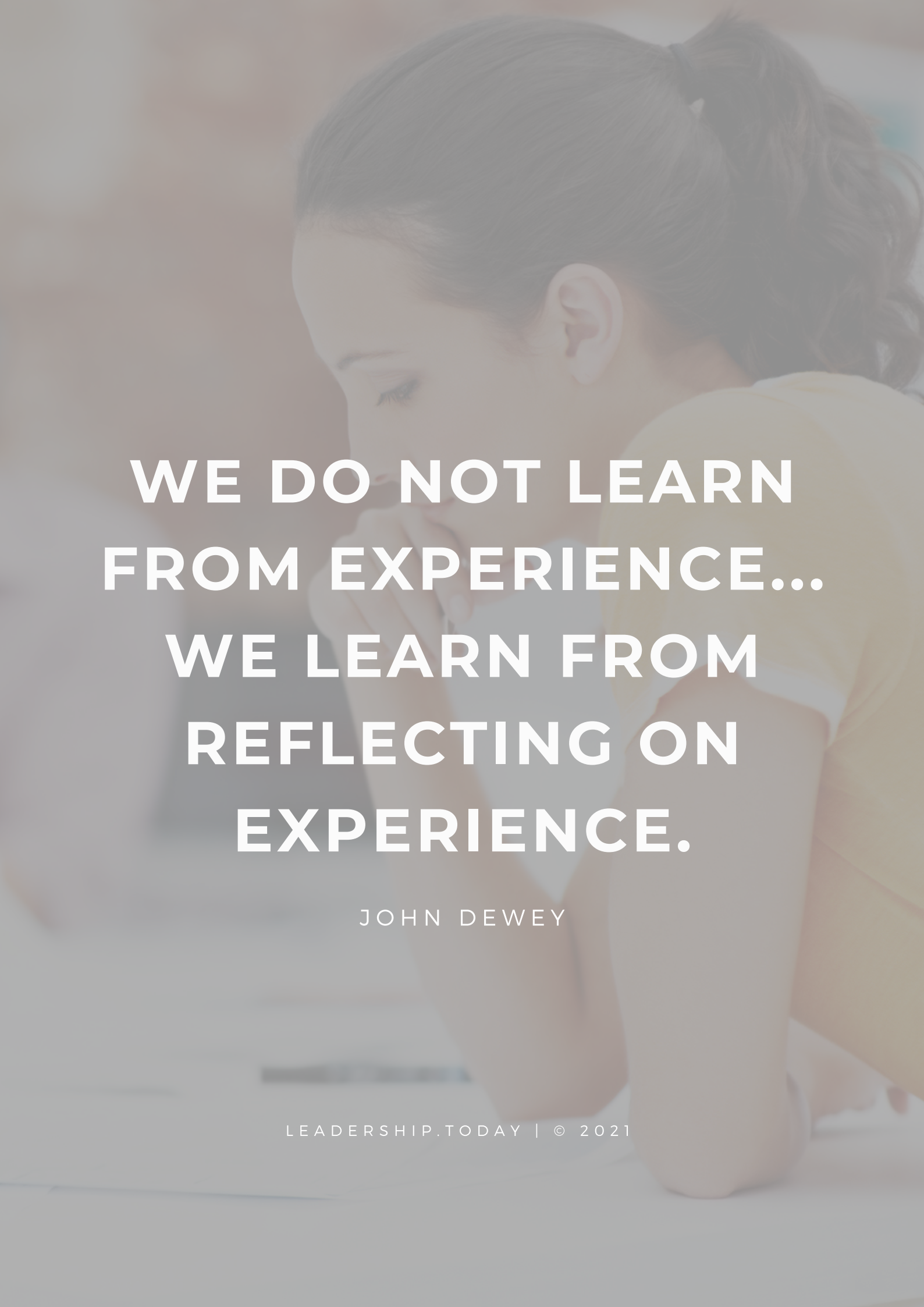


**Focus for the Quarter:** What is the one thing that will make the biggest difference this quarter? What is a key theme for the quarter?



**Reflecting on the Challenge** What have been some of the benefits of spending more time in reflection this week? How might you continue this into the future?



A woman with dark hair in a ponytail, wearing a yellow shirt, is shown in profile, looking down with her hand to her chin in a thoughtful pose. The background is a soft, out-of-focus indoor setting. The text is overlaid in white, bold, sans-serif font.

**WE DO NOT LEARN  
FROM EXPERIENCE...  
WE LEARN FROM  
REFLECTING ON  
EXPERIENCE.**

JOHN DEWEY