



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

DAY TWO

SUCCESS

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

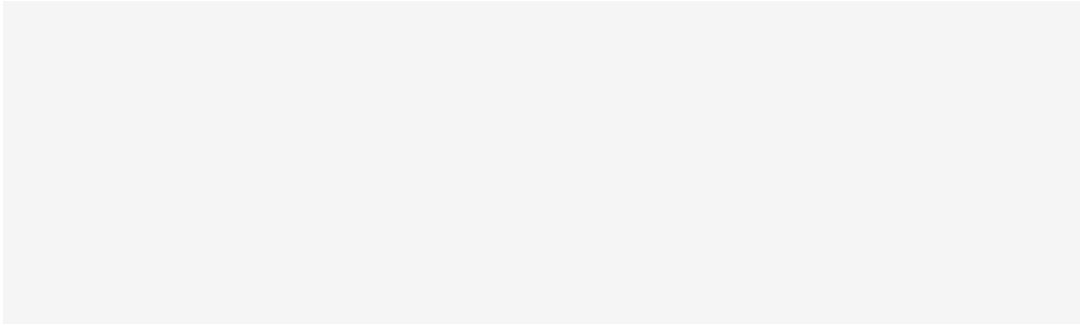
- You **can** and **should** define what success means for you
- It is okay for your definition of success to change over time
- Success is accomplishment
- Success is best with others

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

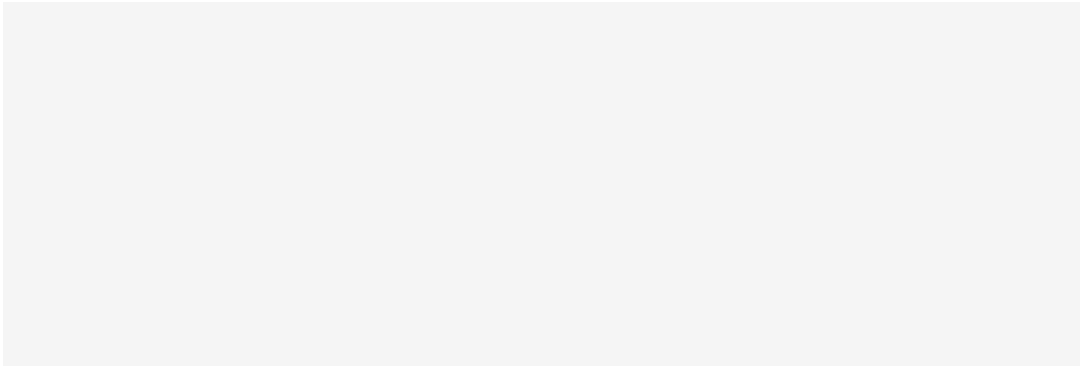
Evaluate: How successful are you right now? How do you feel about that?

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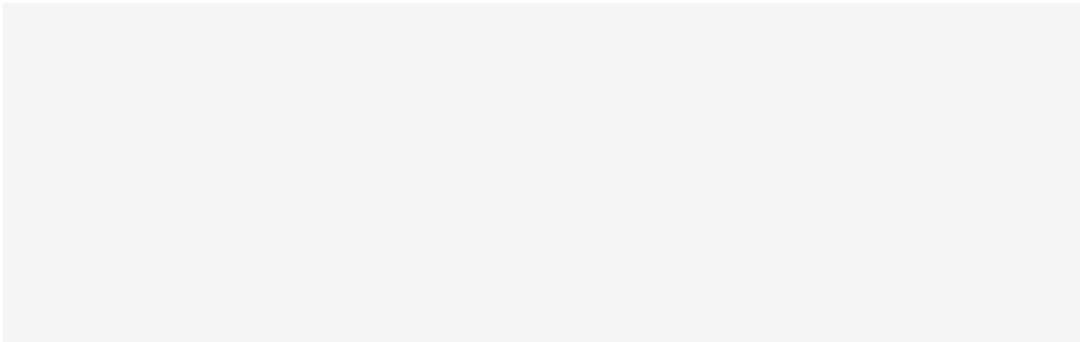
Looking Back: How might success for you now be different to your definition of success in an earlier season of life?



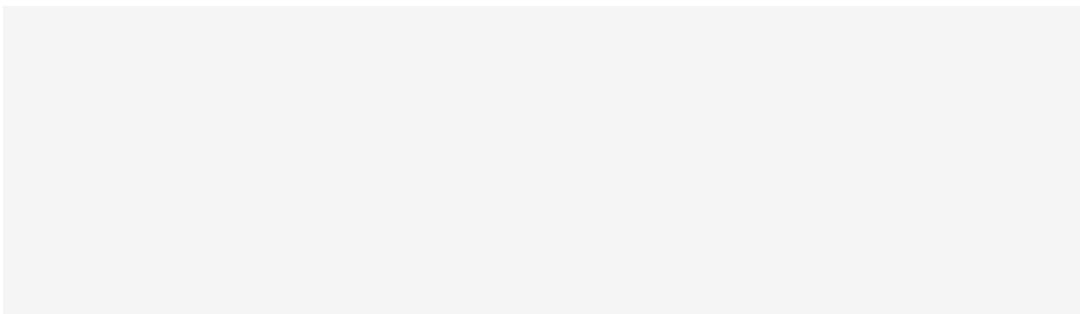
Distractions: What other definitions of success (from work, friends, society etc.) might cloud your sense of purpose?



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”

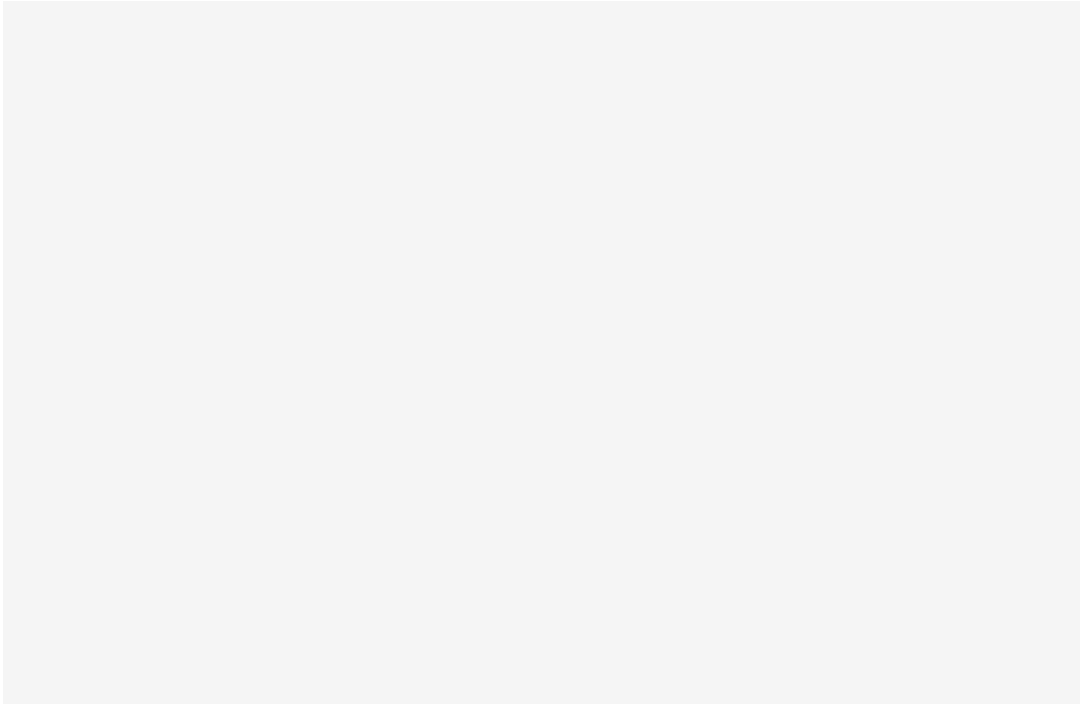
John Henry Newman

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

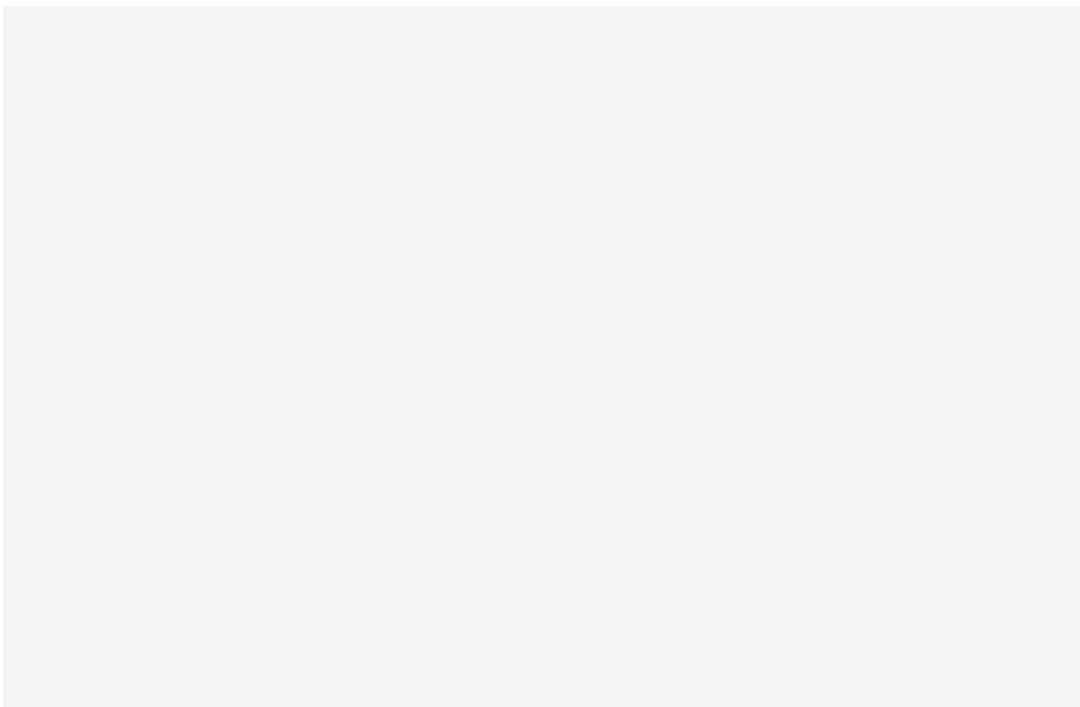
Process: How have you been learning over the past year? What has worked well?

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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.

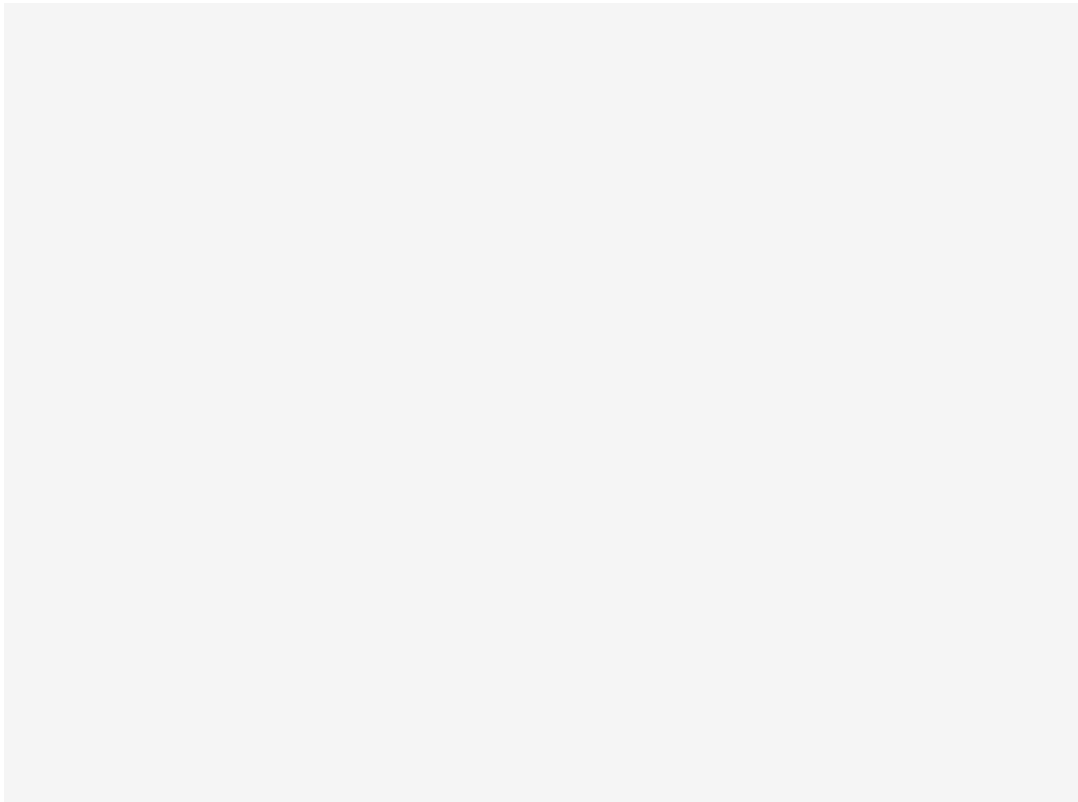
GRATITUDE LETTER

Intentionally do something nice for someone else.

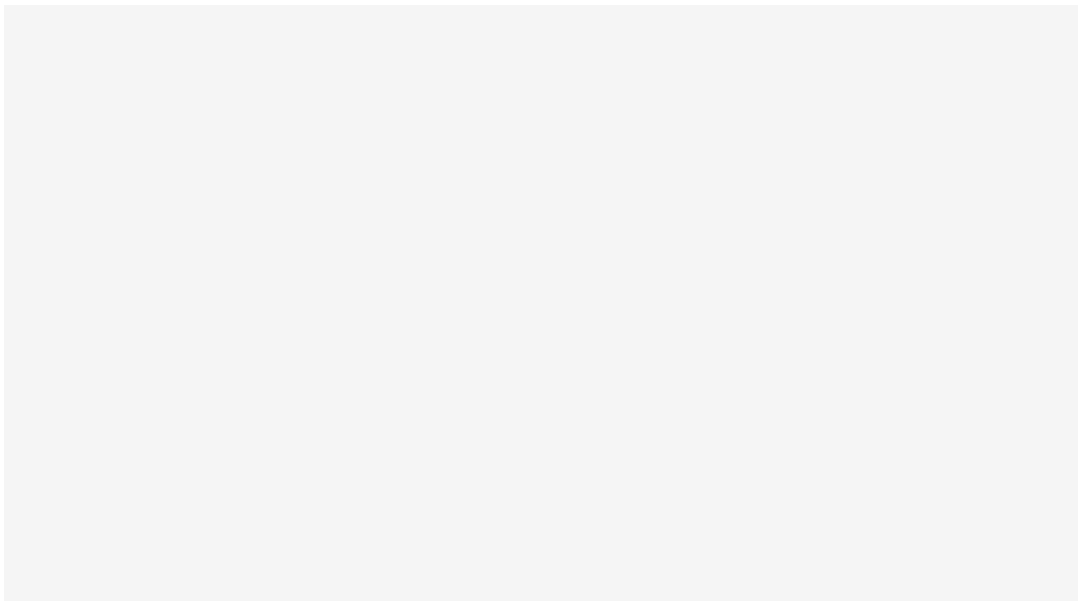
ACT OF KINDNESS

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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?





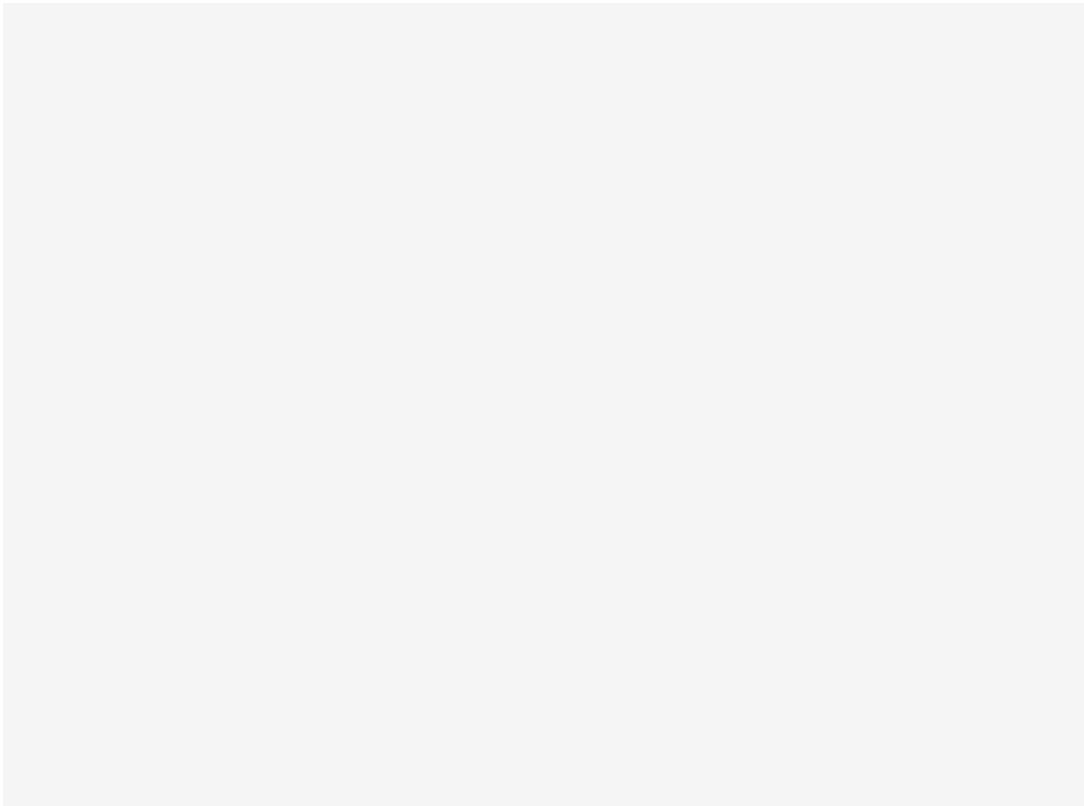
DAY FIVE

REFLECTION

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

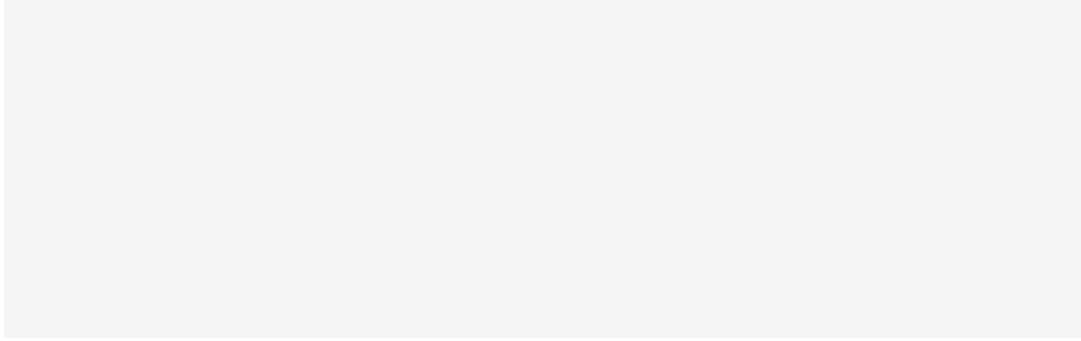
Bill Gates

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

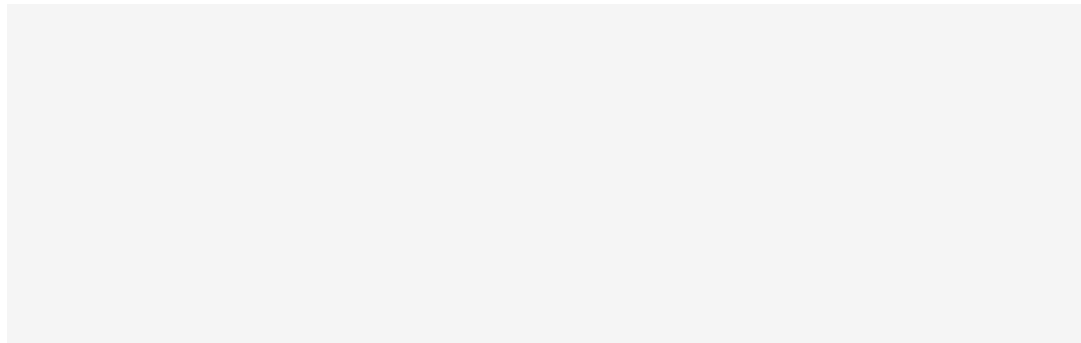


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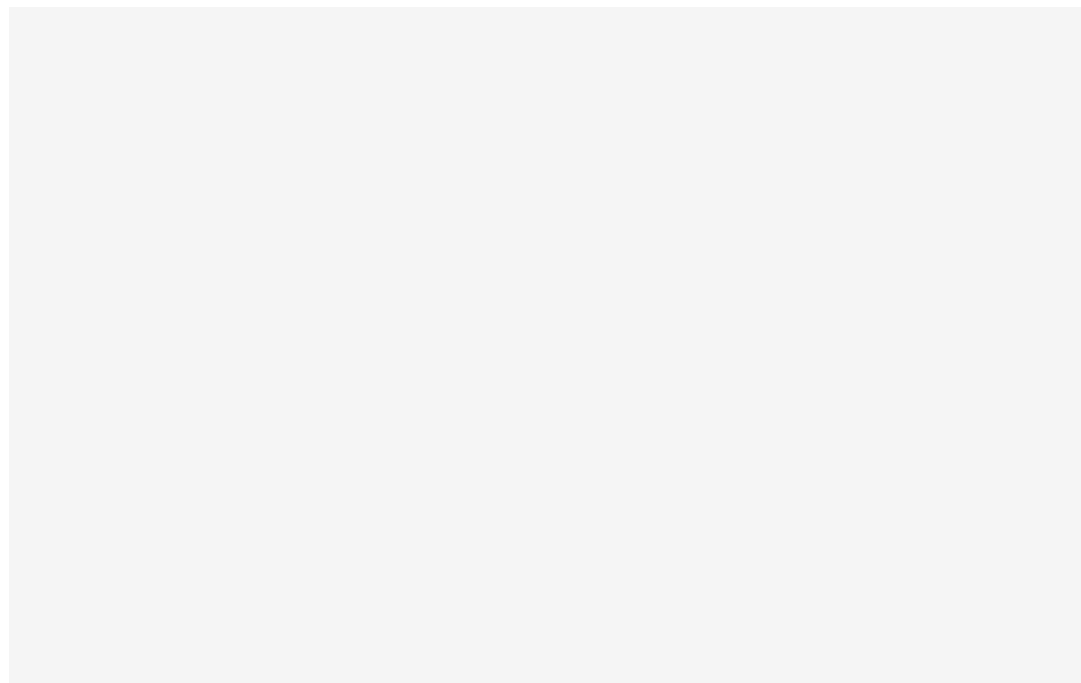
Focus for the Year: What is the theme for this year? What are a few key words to sum up this theme?

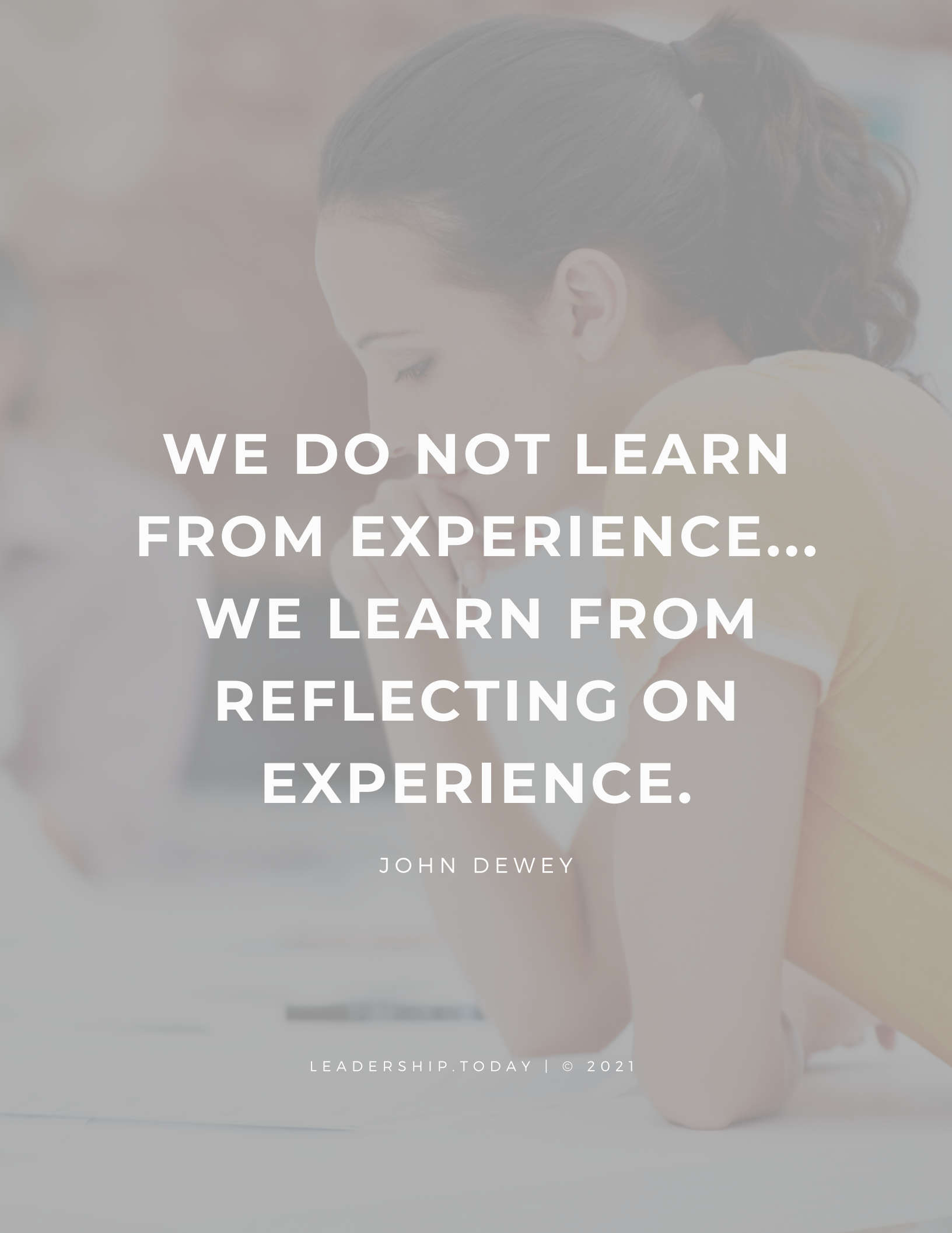


Focus for the Quarter: What is the one thing that will make the biggest difference this quarter? What is a key theme for the quarter?



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-focus office 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