



Pillar #1: Serve Needs, not Wants!

Give yourself a score (0 to 10 – 10 is world-class) on ***SERVE NEEDS, not WANTS***: _____ / 10

Who in your life needs more encouragement, a challenge, feedback, guidance? One of a leader’s hardest jobs is thinking! Think about a few people in your life and some of their most important needs:

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What do *YOU* need more of right now? What do you need less of? How will you get better at giving yourself what you need, not just what you want?

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Who is great at giving you the feedback/encouragement/challenge/guidance that you ***need***? Do you ***need*** to invest more time with this person? Do you ***need*** to seek another person like this? Will you?

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Pillar #2: Serve a Cause Before Yourself

Give yourself a score (0 to 10 – 10 is world-class) on ***SERVE a CAUSE before YOURSELF***: _____ / 10

In Charles Dickens’ classic, ***A Christmas Carol***, Jacob Marley’s ghost said, “*Mankind was my business. The common welfare was my business; charity, mercy, forbearance, and benevolence were all my business. The dealings of my trade were but a drop of water in the comprehensive ocean of my business.*” If we look at how you spend your time, energy, and money, what priorities do we see? What is your business?

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Every action can be done selfishly or selflessly. What reminders would help you shift your motives?

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Sometimes, we struggle to see or identify a cause bigger than ourselves. One way to simplify this: Perhaps helping the individuals around you to become the best version of themselves is the cause. I often tell my daughters that I imagine who they can become over the next 1, 5, 10 years: “Your best future self is my cause!” How can you better envision and communicate a cause for yourself and others?

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Pillar #3: Consistently Choose to Care

Give yourself a score (0 to 10 – 10 is world-class) on **CONSTISTENTLY CHOOSE to CARE:** _____ / 10

64 baseballs! Another bucket? It’s easy when we “FEEL” like it! Choosing to “will the good of the other” can be as practical as flipping a switch. UNC soccer coach, Anson Dorrance once explained greatness to an 18-year-old Mia Hamm: "It's just a decision, a light switch decision. That's all it takes, but you have to make that decision every single day. You can't make it today and then say, 'Whew, glad that's over.' You have to make it tomorrow and the next day and the day after that and for the rest of your career." What will you do with this?

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MLK: “Love is the only force capable of transforming an enemy into a friend.” How often do you choose to want what’s best for someone who isn’t so easy to spend time with, let alone like or love?

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Lincoln: “Am I not destroying my enemy when I make him into a friend?” Intent on healing & re-uniting the nation, Lincoln, a Republican, chose a Southern Democrat as his Vice President for his 2nd term. Look back at the first 2 pillars. To serve needs towards a cause bigger than you, are you willing to partner with someone who might currently be your opposition? If so, how, when, and where?

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Pillar #4: Pay a Deeply Personal Price

Give yourself a score (0 to 10 – 10 is world-class) on **PAY a DEEPLY PERSONAL PRICE**: _____ / 10

When do you pay a price? When do you not? What are your thoughts (+ & -) about this pillar?

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Gandhi said, “Rivers of blood may have to flow, but it must be our blood.” How often do you communicate the price you expect, both to yourself and to others?

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Jim Collins (in his business classic, ***Good to Great***) described Level 5 Leadership as a paradoxical combination of “Personal Humility and Professional Will”. Quite often, part of the price is *humility* - admitting that you don’t have all the answers, that there is more to learn, that someone else has a better idea, simply saying: “I don’t know.” Where and when do you need to do more of this?

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