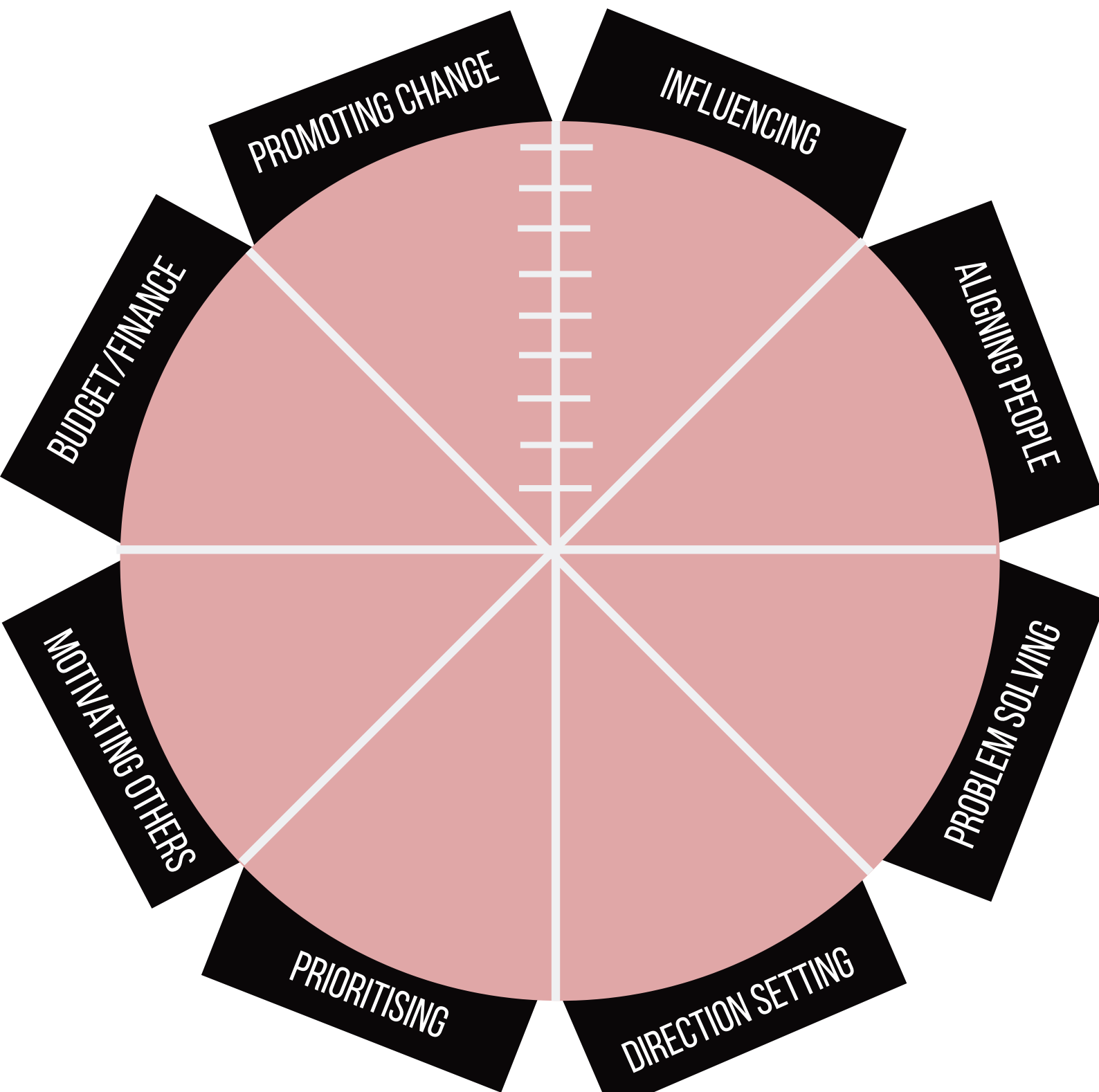


# Leadership wheel



Use the Leadership Wheel as preparation for goal setting and your coaching session. It helps to identify the areas you want to work on and is a great way of visualising your current and desired life.

Once you are working on improving your leadership focus, it's also a useful tool for monitoring your leadership styles and skills as they change over time.



# Leadership wheel



## ASSESS EACH AREA

This approach assumes that you will be successful and effective if you can find the right balance of attention for each of these dimensions. And different areas of your leadership skills will need different levels of attention at different times. The next step is to assess the amount of attention you're currently devoting to each area.

Consider each dimension in turn, and on a scale of 0 (low, centre) – to 10 (high, outer edge), write down the amount of attention you're devoting to that area of your life. Mark each score on the appropriate spoke of your Leadership Wheel.

## JOIN UP THE MARKS

When you join up the marks around the circle, does your leadership approach look even and balanced?

## THINK ABOUT YOUR IDEAL LEVEL

Next it's time to consider your ideal level in each area of your leadership. Balance does not mean getting 5 in each leadership area: some areas need more attention and focus than others at any time. And inevitably you will need to make choices and compromises, as your time and energy are not in unlimited supply!

So the question is, what would the ideal level of attention be for you in each life area?

## TAKE ACTION!

Now you have a visual representation of your current life balance and your ideal life balance. Where are the gaps? These are the areas of your life that need attention – remember that gaps can go both ways. There are almost certainly areas that are not getting as much attention as you'd like. However, there may also be areas where you're putting in more effort than you'd ideally like. These areas are sapping energy and enthusiasm that may better be directed elsewhere.

Once identified, it's time to plan the actions needed to work on regaining balance. Starting with the neglected areas, what things do you need to start doing to regain balance?

In the areas that currently sap your energy and time, what can you stop doing or reprioritise or delegate to someone else?

What skills do you need to develop?

Make a commitment to these actions by discussing in your coaching session, making goals and writing them down.