

PRACTICAL LESSONS  
FOR A LIFETIME OF LEADERSHIP

# LESSONS FROM LEADERS

VOLUME 1

REFLECTION  
*journal*



# CONTENTS

<b>Introduction</b>	<b>3</b>
<b>Part 1: Discover Your Leadership Lessons</b>	<b>4</b>
<b>Part 2: Extended Chapter Lessons</b>	<b>8</b>
<b>Part 3: Rediscover Your Leadership Lessons</b>	<b>39</b>
<b>Part 4: Group Discussion Questions</b>	<b>43</b>



# INTRODUCTION

A central theme from the book *Lessons from Leaders* is that extraordinary leaders are committed to a lifetime of learning. This *Reflection Journal* is the companion resource to the book, designed to cultivate your continuous learning, self-discovery, and actionable reflection.

This resource is divided into four parts.

**Part 1: Discover Your Leadership Lessons**—The fifteen leaders that are featured in *Lessons from Leaders* were all asked the same nine interview questions to prompt them to share their personal stories and leadership lessons. In Part 1 of this *Reflection Journal*, we have provided those nine interview questions and invite you to replicate the thought process our leaders experienced to discover your own personal leadership lessons.

**Part 2: Extended Chapter Lessons**—This section of the *Reflection Journal* includes self-guided reflection questions that align with each leader's story. These are not the leadership lessons provided in the book but supplemental questions designed to trigger expanded insights. Each extended chapter lesson in Part 2 also includes a section titled "Chapter Notes" where you can keep track of meaningful takeaways you'd like to explore further or to document notes related to the leadership lessons that are outlined in the book.

**Part 3: Rediscover Your Leadership Lessons**—The journey to becoming an extraordinary leader is an iterative and intentional process that takes time. Part 3 presents an opportunity for you to revisit, reflect, and rediscover your Leadership Lessons as you test out new behaviors and develop your skills over time.

**Part 4: Group Discussion Questions**—In addition to the reflection questions provided in this journal, the questions in Part 4 can be used to generate and guide discussions with others about the book.

PART 1

# **DISCOVER YOUR LEADERSHIP LESSONS**



DISCOVER YOUR  
**LEADERSHIP LESSONS**

These are the interview questions each contributor to *Lessons from Leaders* was asked. We suggest that you answer these questions before you read the book. Then, as you read *Lessons from Leaders*, look for the commonalities and diverse perspectives that resonate with you personally.

***Lessons from Leaders* Interview Questions**

1. How do you define leadership?

---

---

---

---

2. When did you first recognize or experience leadership?

---

---

---

---

3. Who are your personal leadership role models?

---

---

---

---

4. How have your role models influenced your leadership journey?

---

---

---

---

---

---

---

---

5. What role does leadership play in an organization's success?

---

---

---

---

---

---

---

---

6. How do you identify and develop leaders?

---

---

---

---

---

---

---

---

7. Think about your first management experience. What challenges did you come across and what lessons did you learn?

---

---

---

---

---

---

---

8. If you could share one leadership tip or piece of advice for managers, what would that be?

---

---

---

---

---

---

---

9. What do you want to be known for?

---

---

---

---

---

---

---

PART 2

# **EXTENDED CHAPTER LESSONS**





What was your reaction to the story about Mr. Yee and the Chinese vases?

---

---

---

---

---

---

---

---

When did you first experience the importance of respect for all people?

---

---

---

---

---

---

---

---

What is your organization's mission? Does it give you purpose?

---

---

---

---

---

---

---

---



Nancy Singer's guiding principle is to stay true to your core values. In one sentence, how would you define your guiding principle?

---

---

---

---

---

---

---

How intentional are you about "opening doors for others?"

---

---

---

---

---

---

---

How effectively do you cultivate peer-to-peer influence? What could you start, stop, and continue to improve in that area?

---

---

---

---

---

---

---



Patrick Stokes leads by three rules: Do the right thing, make the most of what you are given, and respect and love others. What are your three rules to lead by?

---

---

---

---

---

---

---

What is the best thing about being a leader? What is most difficult?

---

---

---

---

---

---

---

Who are the historical leaders you admire or look to for inspiration? Why?

---

---

---

---

---

---

---

---

---

---



What is your level of self-awareness? Are you aware of how you are perceived by others?

---

---

---

---

---

---

---

How comfortable are you with challenging your own assumptions?

---

---

---

---

---

---

---

---

How frequently do you ask for feedback or coaching?

---

---

---

---

---

---

---

---





What are your key insights from the "GREEN, YELLOW, RED" story at the Ford Motor Company?

---

---

---

---

---

Alan Mulally said, "I've learned as much from 'negative' examples of leadership as I have from the positive examples." What have you personally experienced or learned from negative examples of leadership?

---

---

---

---

---

---

Think about the best leader you know. What do they do and say that makes them so effective? How can you emulate those positive behaviors?

---

---

---

---

---

---



Think about a mistake or failure you have experienced. How can you leverage that experience as a learning opportunity?

---

---

---

---

---

---

---

What do you think are the most prevalent barriers to speaking up in the face of adversity? What can you personally do to overcome those barriers?

---

---

---

---

---

---

---

Have you ever been in a situation where you were told not to voice your opinion on a topic about which you felt strongly? How did you handle it?

---

---

---

---

---

---

---



Justin Morgan believes that everyone owes it to themselves to ask, "Who am I following and are they worth imitating?" How would you respond to that question?

---

---

---

---

---

---

---

---

Where do you find your opportunities for growth?

---

---

---

---

---

---

---

---

How intentional are you about creating a healthy work-life balance?

---

---

---

---

---

---

---

---



Can you relate to Daryl Davis' story of being shunned by a group before they even knew you? How did you deal with the situation?

---

---

---

---

---

---

---

How do you personally lead by example?

---

---

---

---

---

---

---

What behaviors do you think are most important to engaging in open communication?

---

---

---

---

---

---

---

---

---

---





In what ways do you step outside of your comfort zone?

---

---

---

---

---

---

---

---

What actionable steps can you take to get more comfortable with discomfort?

---

---

---

---

---

---

---

---

How can you model and foster a learning mindset?

---

---

---

---

---

---

---

---



What are the behaviors that build trust? What are the behaviors that erode trust?

---

---

---

---

---

---

If you have ever experienced a lack of trust in the workplace, what did it look like?  
How did you feel?

---

---

---

---

---

---

How can you create an environment of psychological safety where people believe they won't be punished if they make a mistake?

---

---

---

---

---

---

---

---



Think of someone you know personally that is an exceptional listener. What attributes make them stand out?

---

---

---

---

---

---

---

How would the people that know you best describe your leadership style?

---

---

---

---

---

---

---

When was the last time you asked for constructive criticism or feedback about your listening skills?

---

---

---

---

---

---

---



What does being a “courageous leader” mean to you?

---

---

---

---

---

---

---

---

What can you do to continually strengthen your leadership skills?

---

---

---

---

---

---

---

---

How well do you understand what motivates the people you lead?

---

---

---

---

---

---

---

---





How would you describe your leadership style? Do you tend to focus on task, relationships, or a combination?

---

---

---

---

---

---

---

---

Is your leadership style more directive, participative, or empowering?

---

---

---

---

---

---

---

---

When people you lead come to you for advice, how often do you think your suggestions are perceived as direction?

---

---

---

---

---

---

---

---



Do you tend to push more when it comes to personal or professional matters, both, or does it depend?

---

---

---

---

---

---

---

---

How do you consciously engage others?

---

---

---

---

---

---

---

---

Can you relate to following a career based on a family or loved one's path? If so, what have been the positives or negatives of that experience?

---

---

---

---

---

---

---

---



Are the expectations you have for the people you lead equal to what you expect of yourself? Provide an example.

---

---

---

---

---

---

---

---

How do you know if your team is engaged? What are the indicators you look for in your team?

---

---

---

---

---

---

---

---

What can you learn from Pat Summitt about the importance of discipline?

---

---

---

---

---

---

---

---

PART 3

# REDISCOVER YOUR LEADERSHIP LESSONS



REDISCOVER YOUR  
**LEADERSHIP LESSONS**

Allow some time to pass before revisiting these questions (either after you have read the book or have put some of the lessons into practice) and consider the questions again through the lens of your recent experiences and new insights. Were there questions in Part 1 that you couldn't answer? Are there any questions you would answer differently now? Take the time to practice intentional reflection and continue to refine and update your responses to reflect the experiences that will continually shape your personal leadership journey.

***Lessons from Leaders Interview Questions***

1. How do you define leadership?

---

---

---

2. When did you first recognize or experience leadership?

---

---

---

3. Who are your personal leadership role models?

---

---

---

---



4. How have your role models influenced your leadership journey?

---

---

---

---

---

---

---

---

5. What role does leadership play in an organization's success?

---

---

---

---

---

---

---

---

6. How do you identify and develop leaders?

---

---

---

---

---

---

---

---

7. Think about your first management experience. What challenges did you come across and what lessons did you learn?

---

---

---

---

---

---

---

8. If you could share one leadership tip or piece of advice for managers, what would that be?

---

---

---

---

---

---

---

9. What do you want to be known for?

---

---

---

---

---

---

---

PART 4






# **GROUP DISCUSSION QUESTIONS**



## GROUP DISCUSSION QUESTIONS

If you are reading this book with others, these questions, in addition to the reflection questions provided in this journal, can be used to guide and generate discussion.

1. Which leader's story or lesson was most meaningful for you? Why?
2. What common themes or similarities emerged between the leaders?
3. Share your responses to the *Lessons from Leaders* interview questions.
4. How did your responses to the interview questions in Part 1 change after you read the book?
5. If you could have a 1:1 conversation with any of the leaders featured in this book, who would it be? Why?
6. What are the three most meaningful insights you gained from this book?
7. How have you applied the lessons and what have you experienced?
8. How has a specific lesson or leader transformed the way you lead?

 [lessonsfromleadersbook.com](https://lessonsfromleadersbook.com)  
 [info@lessonsfromleadersbook.com](mailto:info@lessonsfromleadersbook.com)  
   [#lessonsfromleaders](https://www.linkedin.com/company/lessonsfromleaders)