

## TEAM LEADERSHIP

PART III



Worksheet 11

**I** f you're not in a leadership role at present, feel free to skim or set this exercise aside; but if you do lead others—or aspire to—these reflections will help you cultivate awareness and skill. • These questions invite you to explore how you serve your team—not only through direction, but by building trust, fostering cohesion, and encouraging shared success.



### What are the goals of each team I lead?

What specific objectives has each team set, and how do those objectives support the broader purpose of your work, project, or organization?

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### Who are my key collaborators, and what do they bring to the team?

Reflect on the individuals you work with most closely. What strengths, skills, or personal qualities do they offer? In what ways do their contributions—practical, creative, or interpersonal—support the team's goals and working atmosphere?

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***What responsibilities and decision-making authority have I assigned to each team member?***

What duties or responsibilities have you clearly communicated to each person? Are you confident they understand them as you intend? How much or how little autonomy have you given? Have their actions affirmed your trust?

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***What additional tasks could I entrust to others on the team?***

What additional responsibilities could you hand over to help your team members, allowing them the chance to develop new skills and yourself the freedom to focus on the bigger picture?

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***How do you work with your team to achieve your shared objectives?***

How do you foster a spirit of openness, collaboration, and shared responsibility? What approaches do you use to track progress, invite input, and offer feedback? In what ways do you help keep everyone aligned and moving in harmony?

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***How do I support each of them in their roles?***

Support can take many forms—mentorship, emotional encouragement, access to resources, constructive feedback, and the removal of roadblocks. Which of these approaches do you use to help each team member perform at their best?

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***How do I build team cohesion and inspire my teams?***

How do you create a sense of belonging, trust, and shared purpose? In what ways do you uplift your team's spirit and help them stay engaged with the work they're doing?

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***What leadership skills would I like to develop or improve?***

Identify the skills or qualities that would most strengthen you as a leader in the months ahead.

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***How is leadership helping me inwardly?***

In what ways has leading others strengthened you from within? What lessons about yourself are emerging through this responsibility?

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***What is my deeper purpose as a team leader?***

What qualities do you want to embody more fully as you guide your team forward? Beyond achieving results, what do you hope your leadership gives to others?

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