

## **SAL (Self-Awareness and Leadership) Q**

Adapted from: Kilburg, R.R. (2006). *Executive Wisdom: Coaching and the Emergence of Virtuous Leaders*. Washington, DC: American Psychological Association.

1. What is your model of leadership and how do you typically convey it to others?.....  
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2. From whom did you learn your major positive and negative lessons about leadership? Can you identify and define the most important lessons?.....  
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3. From whom did you learn your major lessons about morality? Can you identify and define the most important lessons?.....  
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4. What were your experiences of competition as you were growing up and how do you believe they affect how you currently lead?.....  
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5. What were your experiences of human conflict as you were growing up, and how do you believe they affect how you currently lead?.....  
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6. What were your experiences of problem-solving and decision making as you were growing up, and how do you believe they affect how you currently lead?.....  
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7. Identify three to five historical or present-day leaders you most admire and describe why you feel that way:.....  
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8. Identify three to five historical or present-day leaders you least admire and describe why you feel that way:.....  
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9. What were the circumstances of the worst failure you have experienced in life? What lessons did you learn from that failure?.....  
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10. What were the circumstances of the biggest success you have experienced in life? What lessons did you learn from that success?.....  
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**11.** When you look back on your life at the age of 70 or perhaps 80, what would you want to have accomplished?.....

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**12.** If you could change one thing about yourself, what would it be? Why?.....

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Why hasn't it happened yet?.....

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**13.** If you could change one thing in the world, what would it be? Why?.....

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**14.** If you could change one thing in your organization, what would it be? Why?.....

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**15.** If you could change one thing in your own family, what would it be/ Why?.....

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- 16.** How would you describe your current relationships with your parents and siblings?.....  
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- 17.** How would you describe your current relationship with your children?.....  
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- 18.** How would you describe your current relationship with your spouse or significant other?.....  
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- 19.** What expectations do you have of your spouse or significant other in relation to your career and the work you are currently doing?.....  
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- 20.** What expectations does your spouse or significant other have of you in relation to his or her career and the work he or she is currently doing?.....  
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