

Leadership Self-Discovery & Career Clarity Toolkit

Reflect, clarify, and commit to action.



Leadership Superpower Self-Assessment

List your top 3 strengths (use StrengthsFinder, feedback, or self-reflection):

Strength #1

Identify your primary leadership strength

Strength #2

What's your second most powerful capability?

Strength #3

Your third key strength that sets you apart

Where have these strengths helped you succeed?

Personal Values Snapshot

List your 3–5 core values (e.g., Integrity, Growth, Service):

Value 1

Value 2

Value 3

Value 4

Value 5

Where are you living these values?

Reflect on areas where your actions align with your core values.

Where are you out of alignment?

Identify gaps between your values and current reality.

Career Vision Statement

In 2–3 sentences, describe your ideal leadership role and impact 3–5 years from now:

Your Vision

Take time to articulate your future leadership aspirations. What role do you see yourself in? What impact will you make? Who will you serve?

This vision statement will serve as your North Star for decision-making and goal-setting.

Personal SWOT Analysis



Strengths:

What are your unique advantages and capabilities?



Weaknesses:

What areas need development or improvement?



Opportunities:

What external factors could you leverage for growth?



Threats:

What external challenges or obstacles might you face?

90-Day Growth Goal

What is one goal you will pursue in the next 90 days that leverages your strengths and aligns with your vision?

01

Define Your Goal

State your specific 90-day objective clearly

02

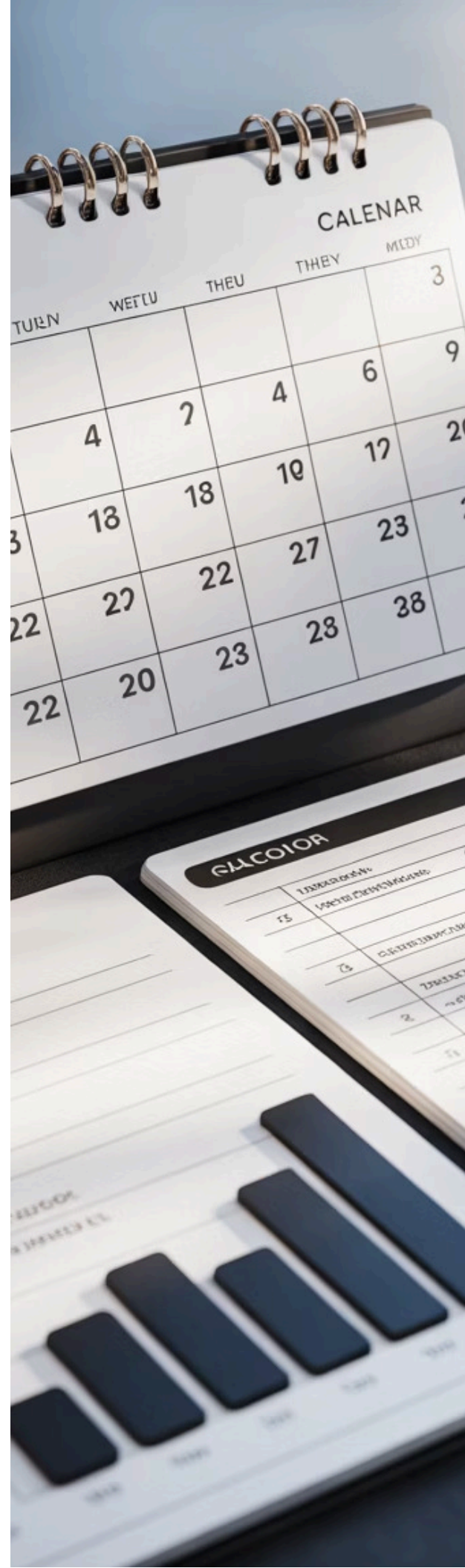
Key actions:

List the concrete steps you'll take to achieve this goal

03

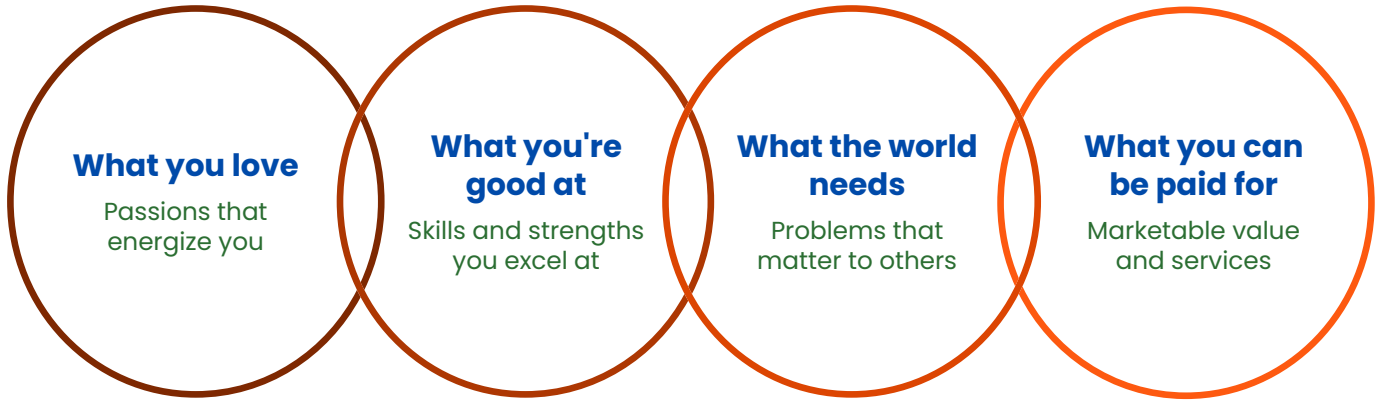
Success metric:

How will you measure progress and completion?



Bonus Ikigai Reflection

What activity makes you lose track of time and feels deeply meaningful? How can you bring more of this into your work?



Discovering your ikigai—your reason for being—can transform your leadership journey and bring profound fulfillment to your work.

Bringing It All Together

Strengths

You've identified your leadership superpowers and where they've helped you succeed.

Values & Vision

You've clarified your core values and articulated your future leadership impact.

Action Plan

You've created a focused 90-day goal with clear metrics for success.

This toolkit provides the foundation for intentional leadership development. Review these reflections regularly to stay aligned with your authentic leadership path.

Your Next Steps



Complete Your Reflections

Take time to thoughtfully answer each section of this toolkit



Set Review Dates

Schedule monthly check-ins to track progress on your 90-day goal



Share With Accountability Partner

Discuss your insights with a trusted colleague or mentor



Take Action

Begin implementing your key actions immediately



Ready for deeper clarity or support?

Book a strategy session.

Visit developmentculture.org to schedule your personalized leadership development consultation.

[Schedule Your Session](#)



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