

How do I decide "my next act?"

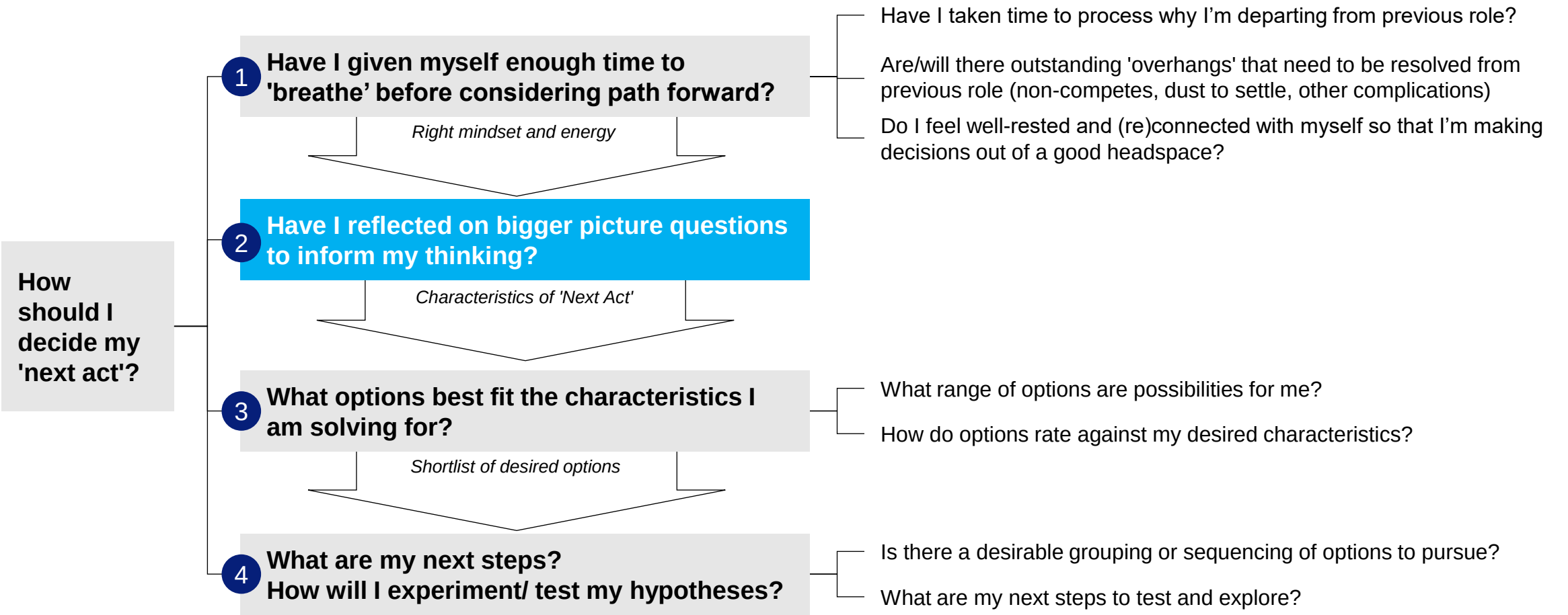
Self-reflective exercises

2024

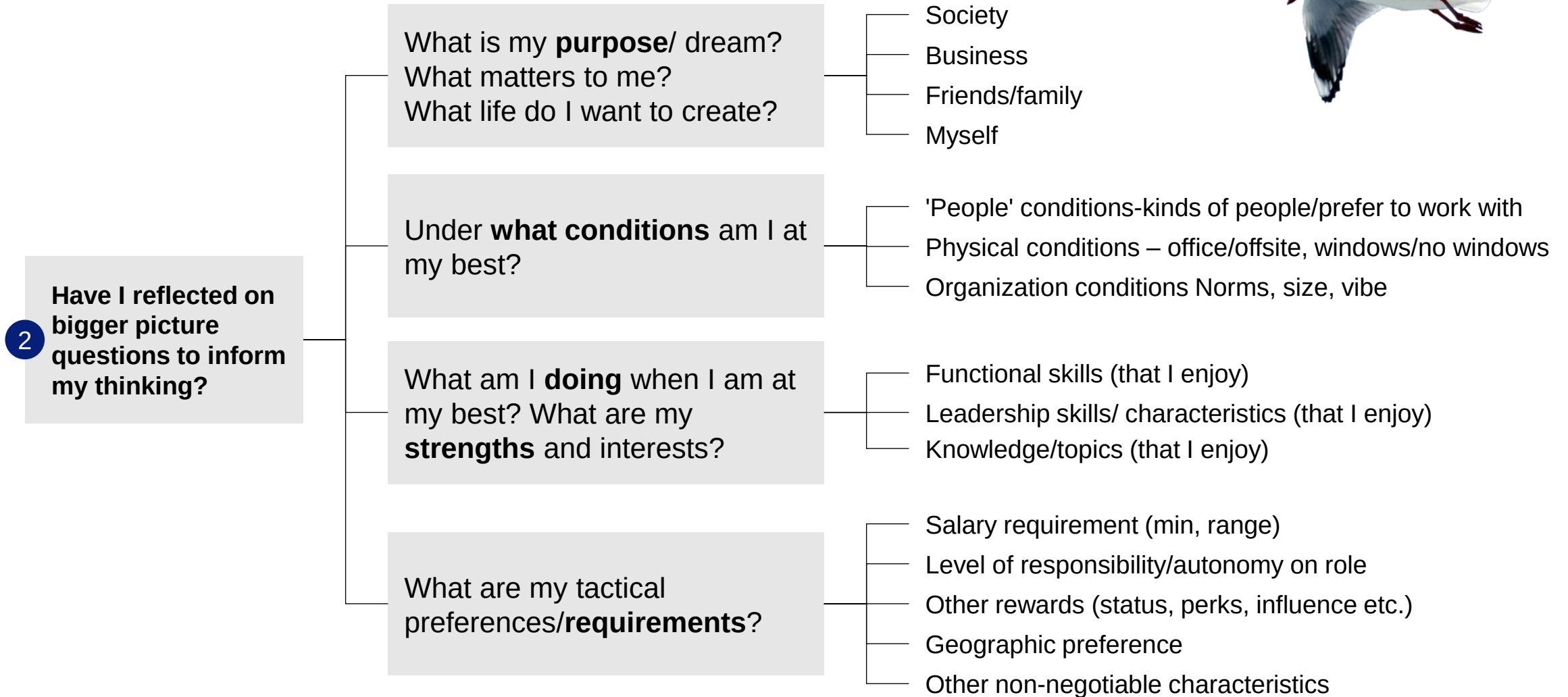


Reflection questions to shape my 'Next act'

■ Focus of this document



What are the characteristics of my 'Next Act'?



What is my purpose?



Exercise 1: My celebration tributes

Someone you care about	Their tribute to you
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1) Someone in your community/the world at large	•
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2) Leader in your company/industry	•
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3) A colleague on your team	•
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4) Family member/ friend	•
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5) An older you	•
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What is possible?

What do these tributes say about what you stand for?

What is important to you?

Exercise 2: What becomes possible when I live according to what really matters to me?

- If you assume for a moment that everything is possible (and knowing you are worthy and cannot fail) what bolder aspirations or dreams would you allow yourself to have?
 - Now dig deeper: what else?
 - Freeing yourself from all constraints: what else?
- What has always been true about me and that I value about myself? What brings me a sense of purpose? What really matters to me?
- Taking elements that feel important, reflect on:
 - What do I really want?
 - If I had what I want, what would become possible for me?
 - If I had that/were that, what would then become possible for me?

My emerging dream – what I want

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Now even bolder!

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Standing in the future and looking back, what step did I take today that made the biggest difference to living more in line with my vision?

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What am I ready to commit to now?

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Exercise 3: What is the dream life I want to create?

My most important things that matter to me so I can live my dream life (nothing too big or small)

In rank order:

1 ...

2 ...

3 ...

4 ...

5 ...

Under what conditions am I at my best?



Exercise 4: When am I at my best?

Recall a high point at work when you felt passionate, engaged, energized, high-performing	What am I doing?	What am I thinking/feeling?	What do I value most about my work and myself in this moment?	What conditions am I in? (People I am with, Physical conditions, Norms/environment)
1 ...	...	...	...	...
2 ...	...	...	...	...
3 ...	...	...	...	...
4 ...	...	...	...	...

Exercise 5: When am I at my worst?

Recall a low point at work
when you felt disengaged, low
energy, mediocre

What am I doing?

What am I
thinking/feeling?

What do I value
most about my
work and myself in
this moment?

What conditions am I in?
(People I am with, Physical
conditions,
Norms/environment)

1 ...

...

...

...

...

2 ...

...

...

...

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3 ...

...

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...

...

4 ...

...

...

...

...

Exercise 6: What patterns do I notice about myself?

**My most important conditions for success to solve for
(nothing too big or small)**

In rank order:

1

...

2

...

3

...

4

...

5

...

Things to avoid (nothing too big or small)

In rank order:

What am I doing
when I am I at my best?



Exercise 7: What are my strengths?

Idea starters

Skills with people

Initiate, lead, be a pioneer
Supervise, manage
Get things done
Motivate
Persuade, sell, recruit
Consult, advise
Coordinate
Negotiate, resolve conflicts
Help people link up or connect
Assess, evaluate (people)
Convey warmth, build self-esteem
Interview, draw-out
Instruct, teach
Listen, learn
Guide, mentor
Communicate
Amuse, entertain
Care for

Skills with ideas/data

Solve problems
Use my intuition
Create, innovate, invent
Visualize
Analyze
Synthesize
Systematize, prioritize
See patterns
Compute, work with numbers
Remember
Improve
Research
Examine, inspect
Observe, notice

Skills with things

Make, produce
Repair
Design
Operate
Manipulate

Good at

High

Low



Low

High

Enjoy

Exercise 8: What knowledge and topics I love?

Short cut questions	Topics	Level of current expertise		
		High – H	Med – M	Low – L
1 What are your favorite hobbies or fields where you like to spend a lot of your time?	...	...		
2 What do you love to talk about? Ask yourself: If you were stuck on a desert island with a person who only had the capacity to speak on a few subjects, what would you pray those subjects were?	...	...		
3 If you could talk about something with some world expert, all day long, day after day, what would that subject or field of interest be?	...	...		
4 What news stories, magazine articles or websites do you love to read? What subjects do you get really interested in?	...	...		
5 If you are browsing in a bookstore, what sections of the bookstore do you tend to gravitate toward? What television shows do you tend to watch? What do you enjoy about those things?	...	...		
6 When you look at a catalog of courses that you could take, which subjects really interest you? Add any ideas to your list	...	...		
7 If you could write a book, and it was not about your own life or somebody else's, what would be the subject of the book? Add it to your list	...	...		
8 There are moments, in most of our lives, when we are so engrossed in a task, that we lose all track of time (someone has to remind us that it is time for supper, or whatever) If this ever happens to you, what task, what subject, so absorbs your attention that you lose track of time? Add it to your list	...	...		

What are my tactical requirements?

Salary/ rewards

Level of responsibility/ autonomy

Geography

Other non-negotiables



Appendix



Gameboard of potential ‘next acts’ for seasoned C-suite leaders

