



# Powerful Questions for Purposeful Leaders

January and February 2022

## Welcome!

*'A paradigm shift occurs when a question is asked inside the current paradigm that can only be answered from outside it.'*

Marilee Goldberg

### The power of questions

At Unity Effect, we love questions. Questions can support us to access our curiosity and creativity and to think outside our usual frame of reference. Questions can empower and support us and our teams to learn, grow and discover both our blindspots and our potential. They are a central tool on our journey to grow as a leader and change agent..

### How to use this book

We want to offer you some powerful questions to guide you in starting out the year. Each week there is a central theme, and for each day of that week there is a question related to that theme. You can journal on one question a day, or all questions at once, or you might simply choose one or two questions which resonate the most. There is no right or wrong way to use this book, just as **there are no right and wrong answers to the questions.**

It is up to you how exactly you use this book. You may like to work with it digitally and enter your responses straight into the PDF. You may also like to print it out so that you can write by hand. Or you might like to use a separate journal so that you have more space to write.

### Want to dive deeper and connect with others?

Every month we run **free online workshops** on our core topics: purposeful leadership, empowered teamwork, systemic impact evaluation, digital facilitation and more.

You can also sign up for our **Leadership Journey**, a 12 week facilitated online program which supports you to grow as a leader, while learning alongside others in a small and supportive group. Gain skills and tools to build motivated, collaborative and effective teams. Lead with purpose, create real impact.

**Sign up to our newsletter** or **follow us on LinkedIn** to stay up to date with future workshops, programs and workbooks.

Happy reflecting!

The Unity Effect Team

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Unity Effect, January 2022. [www.unityeffect.net](http://www.unityeffect.net)

# Leading Change From the Inside Out

**Leadership is not a job title. It comes in all shapes and sizes. It is as diverse as the contexts we are leading in and as unique as we are.**

For us at Unity Effect, leadership starts within. With getting to know ourselves, our purpose, values and strengths. Knowing when to lead and when to follow. Having the courage to be vulnerable, set boundaries and have tough conversations. Having the capacity to navigate complexity and uncertainty.

Leadership is about serving others and a higher purpose. Creating cultures which support and empower others. And inspiring others to work together towards a shared vision. It's a key leverage to catalyse change and create a thriving future for us all.

We have chosen the topics of this workbook following our approach of leading change from the inside out: first focussing on gaining inner clarity (e.g. our intentions, vision and desired contribution) and then translating it into outer action (learning, acting in uncertainty and personal strengths).

## **About Us**

Unity Effect is a social enterprise based in Bonn, Germany, guided by the purpose of leading change from the inside out. We offer capacity building trainings and consultancy on purposeful and collaborative leadership, empowered teamwork, systemic impact evaluation and digital facilitation. We work internationally with NGOs, for-purpose businesses, networks, municipalities and change agents who want to bring more collaboration, connection and impact into their work.

**Visit our website** to learn more about us, or **get in touch via [info@unityeffect.net](mailto:info@unityeffect.net)**.

# Week One: Intention

1. What does setting an intention mean to you? Were there instances in the past where setting an intention supported you?

2. What intention do you want to set for this week? How do you want to show up this week?

3. What supports you to live into your intention for this week? (E.g. routines, reminders, other people, your own mindset).

4. What might get in the way of living into your intention this week?

5. Looking ahead, what intention would you like to set for this year?

6. Imagining yourself coming to the end of the year, what would living into your intention look and feel like?

7. What could support you to remind yourself of this intention?

Space for reflections on this week:

# Week Two: Vision

1. Let go of the constraints of reality for a moment. What would an ideal world look like for you?

2. Why does this vision matter to you? What is at stake if it does not become reality?

3. What changes are needed for your vision to be realised?

4. Who else out there shares your vision? Who could you connect with this year?

5. What would support you to stay connected with your vision this year?



6. What steps can you take towards your vision this year? Is there something 'outside the box' that you could imagine trying this year?

7. What concrete step can you take towards your vision this week?

Space for reflections on this week:

# Week Three: Contribution

1. Looking at your vision from last week, what do you want to be your personal contribution towards this vision?

2. This year, what would you love to contribute through your work?

3. This year, what would you love to contribute to those close to you?

4. This year, what would you love to contribute to your community?

5. When did you contribute to something beyond yourself in the past?

6. When you contribute to something beyond yourself, what effect does it have on you?

7. Based on your experience, what can get in the way of contributing?

Space for reflections on this week:

# Week Four: Learning

1. What is something new you would like to learn this year?

2. What is a skill or area of knowledge you already have that you would like to deepen this year?

3. Reflecting on your vision and contribution, what can you learn that would support you to live into them?

4. How would you like to integrate learning into your routines this year?

5. How would you like to implement or share the outcomes of your learning this year?

6. How do you see yourself as a learner? What stories do you tell yourself about yourself as a learner? Is there something you would like to change about these stories?

7. What roadblocks (inner and outer) might you face on your road to learning? What can you do to overcome them?

Space for reflections on this week:

# Week Five: Uncertainty

1. Looking ahead at the coming months, which aspects of your life feel unclear or uncertain?

2. Reflecting on the uncertainty you are currently facing, how does it make you feel?



3. Are there aspects in your life where you enjoy or appreciate uncertainty?

4. Are there aspects in your life where uncertainty feels scary and uncomfortable?

5. Looking back over the past years, bring to mind a situation in which you faced uncertainty. What supported you to move forward?

6. Which inner resources (e.g. your mindset, values, self-care practices and routines) can you draw on right now to support you in facing uncertainty?

7. Which external resources (e.g. relationships, community, nature, books, podcasts) can you draw on right now to support you in facing uncertainty?

Space for reflections on this week:

# Week Six: Your Strengths

1. What do you see as some of your strengths?

2. How does it feel to write down your own strengths? Is it easy for you to identify them? Does it feel positive or rather uncomfortable?

3. It's not always easy to see our own strengths. Instead, you can try asking a few people close to you what they see as your strengths. What do you discover?

4. Look for an opportunity to reflect someone else's strengths back to them. How does it feel to do so?

5. Sometimes our greatest strengths can also become challenges when they go too far. Perhaps we are highly empathetic – but can't switch off from feeling everyone's pain. Or perhaps we have a high work ethic – yet work ourselves to the point of burn out. What is a strength of yours which can also be challenging?

6. Reflect on a moment where your strength became a challenge. What were the factors at play? Is there something you can learn from the situation that could help you navigate similar situations differently in the future?

7. Looking over the strengths you have collected, and reflecting back on your vision and contribution, which of your strengths can you draw on to bring your vision and contribution to life?

Space for reflections on this week:

## Want to dive deeper?

Join us on our **12 week Leadership Journey**, a facilitated program where we take a deep dive into authentic and purposeful leadership.

Unity Effect also runs **free online workshops** every month on the topics of purposeful leadership, empowered teamwork, systemic impact evaluation, digital facilitation and more.

To stay updated, sign up to our **monthly newsletter** and follow us on **LinkedIn**.

To learn more about our work, visit **[www.unityeffect.net](http://www.unityeffect.net)** or get in touch via **[info@unityeffect.net](mailto:info@unityeffect.net)**