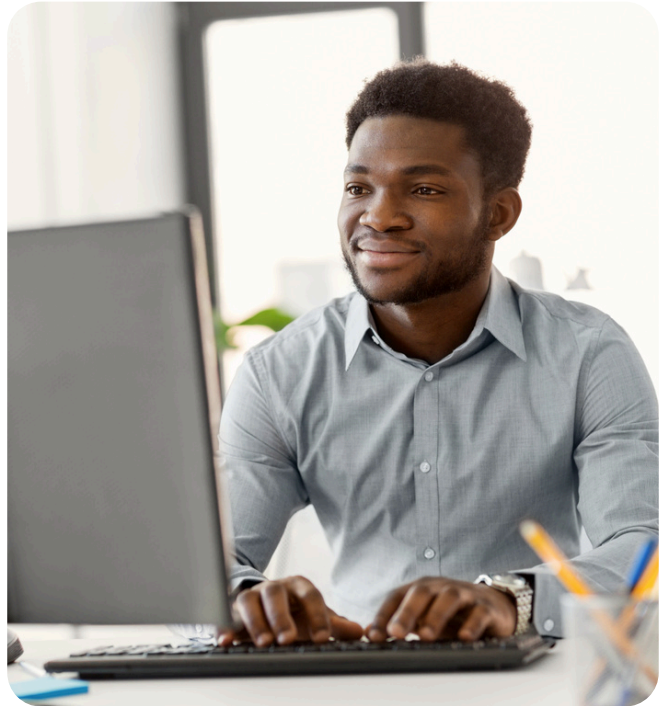


# RightPath

## Leadership Growth Toolkit



2025 Year-In-Review

Leadership Development Plan

2026 Goal Scorecard



# Welcome to Your 2026 Leadership Growth Toolkit

This toolkit was created to help you **step into 2026 with clarity, intention, and a renewed sense of leadership purpose.**

Inside, you'll find a structured process designed to help you:

- Reflect on your leadership experiences in 2025
- Identify strengths, blind spots, and patterns
- Clarify the kind of leader you want to be in 2026
- Set meaningful goals in key areas of leadership
- Build habits that support real, lasting growth
- Track your progress throughout the year

It's a practical guide informed by more than 25 years of developing leaders and strengthening organizations. The tools here mirror the same principles we use when coaching and equipping leaders at every level.



## The Power of Looking Back Before Moving Forward

Before you begin planning for 2026, pause and reflect on your leadership journey in 2025. This isn't about judgment — it's about awareness. Leaders spend so much time supporting teams and driving results that we rarely slow down long enough to see our own growth. Yet reflection is where clarity shows up. It's where you reconnect with the leader you're becoming.

As you look back, keep a few things in mind:

- Review your calendar or key moments from the year — patterns and consistency reveal more than isolated highs or lows.
- Remember that lessons often come from interactions, not just metrics.
- Be curious, not critical. Honest reflection doesn't require harshness.
- Ask "why?" as much as "what?" to uncover the tendencies shaping your leadership.

The prompts ahead guide you through the Five Dimensions of Leadership, helping you see what fueled your success this year and where more intention may be needed.

You were made for impact. Let's step into 2026 with intention.

# 2025 Year-In-Review

Review your year through the Five Dimensions of Leadership. This section helps you build awareness across the five areas that most shape leadership effectiveness. Work through the prompts honestly and take your time.

## Dimension One | Produces Results

*How you execute, decide, and deliver outcomes.*

What business or team results are you most proud of this year?

Where did execution fall short, slow down, or stall — and why?

What decisions most influenced this year's results?

## Dimension Two | Grows Relationships

*How you communicate, collaborate, and build connection.*

Which relationships strengthened your leadership this year?

Did any relationships become strained or neglected — if so, why?

How did your communication habits help or hinder key relationships?

## Dimension Three | Emotional Intelligence

*How you understand and manage yourself under pressure.*

How effectively did you navigate stress, conflict, and pressure this year?

Were there any situations that triggered unproductive reactions?

Where did emotional awareness positively influence outcomes?

## Dimension Four | Trust

*How you show consistency, reliability, and integrity.*

Where were you most consistent and dependable this year?

Were there moments where trust eroded — and what contributed to that?

What actions strengthened alignment and trust across your team?

## Dimension Five | Develops Others

*How you invest in the growth of the people you lead.*

Who grew under your leadership this year — and why?

How often did you coach, mentor, or give meaningful feedback?

What opportunities did you create for others to stretch or succeed?

## Overall Insights

What themes or patterns do you notice across all five dimensions?

What deserves celebration?

What deserves intentional change in 2026?



# 2026 Leadership Plan

## Define the leader you want to become:

Take a few minutes to **envision the leader you want to be in 2026**. This isn't about perfection—it's about clarity. Think about how you want to show up, the impact you want to make, and the qualities you want to embody.

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Your behavioral wiring influences your strengths (which can become situational struggles if overdone), your blind spots, and your responses under stress. **Identify 3** areas where your wiring propels you forward, **Strengths**, and where it may hold you back, **Situational Struggles**.

### Leadership Strengths:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Situational Struggles:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## My 2026 Leadership Goals:

Based on the five leadership dimensions covered on pages 2-6, **choose 3 to intentionally strengthen in 2026 and set one goal for each**. Pick the areas that will create the greatest impact for you, your team, & your goals. You may use the following page (Leadership Best Practices) for ideas and to support your goals throughout the year.

1. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Leadership Best Practices

## Produces Results

1. Understand the key numbers and metrics — this is the foundation of operational excellence.
2. Prioritize what matters most to avoid operating in constant crisis mode.
3. Define, communicate, and align your team around specific, measurable objectives.
4. Check progress - step in to support when needed, and hold people accountable when it matters.

## Grows Relationships

1. Recognize that as a leader, you're in the people business, so have a mindset of care & connection.
2. Get to know your people personally, behaviorally, and professionally.
3. Celebrate others' progress and wins often.
4. Have regular 1:1s to stay connected, provide coaching, and give meaningful feedback.

## Emotional Intelligence

1. Learn to recognize your emotions, & don't let feelings from one situation spill into another.
2. Pay attention to others' feelings and notice when someone is discouraged or struggling.
3. Pause before reacting. Give yourself permission to walk away and revisit the situation later if needed.
4. Stay open to other opinions and feedback, even when it's uncomfortable.

## Trust

1. Be consistent in your attitudes and actions — reliability builds trust.
2. Take responsibility for your actions and decisions, even when it's hard.
3. Model the behaviors you expect from others.
4. Communicate openly and transparently to build credibility and clarity.

## Develops Others

1. Prioritize your own growth so you can lead by example.
2. Help others recognize where they need to grow now and identify future opportunities.
3. Work with them to create a growth plan and hold them accountable to it.
4. Offer support, resources, and opportunities to help them succeed.

## 2026 Goal Scorecard

Use this scorecard to track your progress on the three leadership goals you set for 2026. Each quarter, you'll rate your progress and record your score in the table below.

Rating Scale:

1 = Needs Attention, 2 = Inconsistent, 3 = Making Progress, 4 = Strong Progress, 5 = Excellent/Consistent

Leadership Goals	Q1	Q2	Q3	Q4

If you're unsure how to rate your progress, use the rubric below to guide your quarterly rating for each goal. Score each question from 1–5, then add the three scores and divide by 3 to determine your final quarterly rating for that goal.

### Goal Rubric:

Goal Rubric	Score each question from 1–5 <i>1 = Needs Attention, 2 = Inconsistent, 3 = Making Progress, 4 = Strong Progress, 5 = Excellent/Consistent</i>	Quarterly Average Score
Goal 1	How consistently did I work toward this goal this quarter? Score: ____ How much progress or improvement did I notice in this area? Score: ____ How effectively did I handle challenges or setbacks related to this goal? Score: ____	
Goal 2	How consistently did I work toward this goal this quarter? Score: ____ How much progress or improvement did I notice in this area? Score: ____ How effectively did I handle challenges or setbacks related to this goal? Score: ____	
Goal 3	How consistently did I work toward this goal this quarter? Score: ____ How much progress or improvement did I notice in this area? Score: ____ How effectively did I handle challenges or setbacks related to this goal? Score: ____	

## Interpreting Your Score

A score of 3 or above demonstrates solid progress. Any score below 3 highlights a high-value opportunity — an area where enhanced focus or updated best practices could elevate your leadership impact next year.