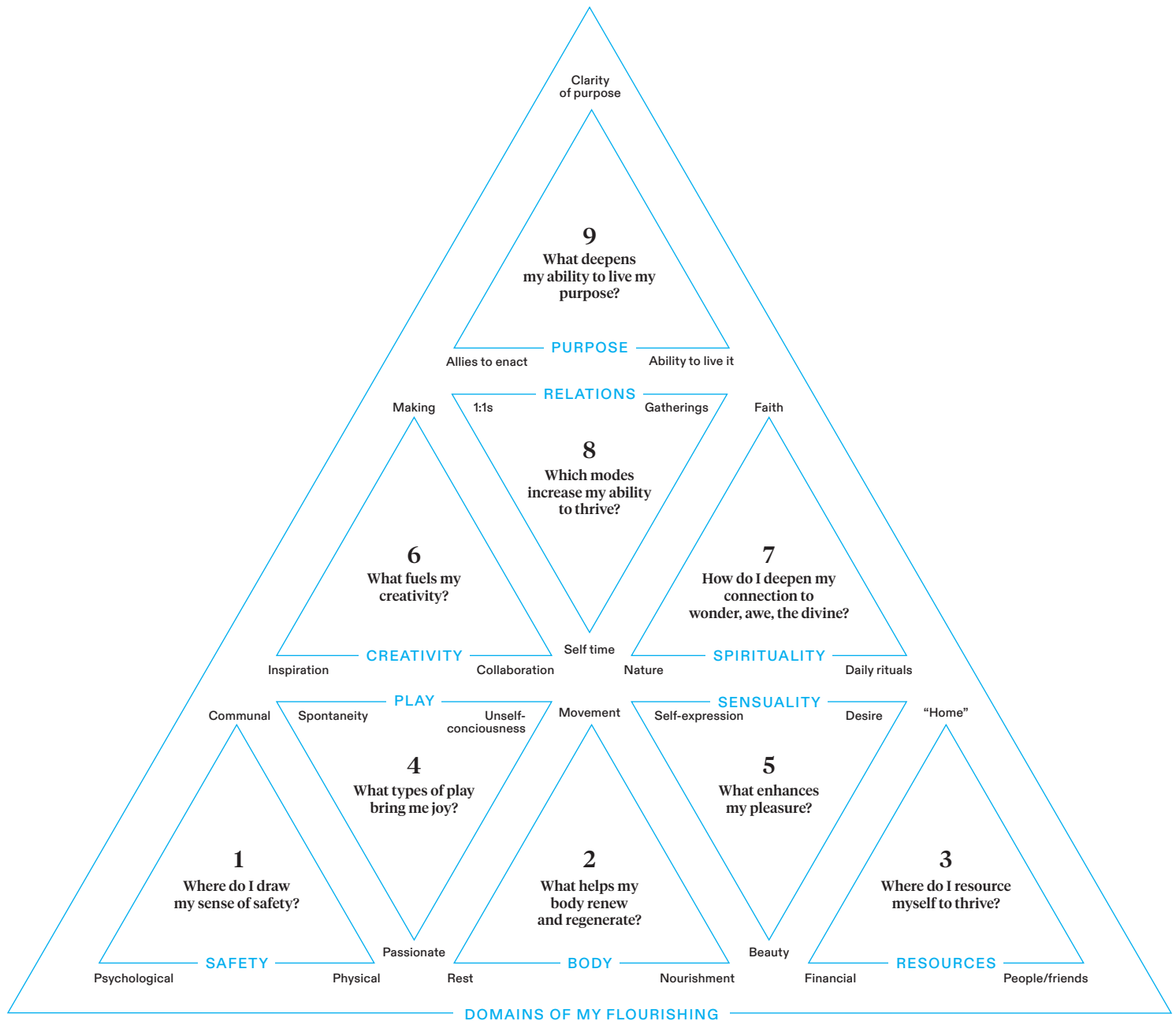


Flourishing assessment tool.

Great leaders need nurturing, too! Developed in partnership with Gayle Karen Young, this tool helps leaders identify the conditions that help them flourish, and reflect on what's required to create those conditions—for themselves, or for their team members.

What helps you flourish?



1

Reflect on what supports you today.

For each of the nine domains, ask yourself: *What helps me feel alive and engaged?* Place or draw a ● black dot in the position of each triangle that best reflects your experience.

2

Imagine what could help you flourish.

Ask yourself: *What would help me flourish more deeply?* Use the question inside each triangle to guide your reflection. Place or draw a ● color dot beside the option you would like to nurture.

3

Explore the story of your dots.

Reflect in a journal:

- What patterns do I notice?
- Where do my black and blue dots align? Where do they differ?
- What is one small change I could make to support my flourishing?

4

Reflect together.

Invite each of your direct reports to complete the same exercise. In your next 1:1 meeting, discuss what they feel comfortable sharing and offer reflections of your own. Ask each other: *How might we help each other create the conditions to flourish?*