

The Grounded Leader

Reconnecting to Your People and Purpose
Worksheet Packet

01

Rediscover your purpose
to reconnect with your yes to
re-energize yourself and your team

02

Reframe your challenges
to get unstuck and overcome
obstacles,

03

Re-engage with your team
to improve company culture,
engagement and performance...

...and all with a renewed sense of fulfillment!



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Self-Reflection: **Rediscovering Your Purpose**

Why did you initially say yes to:

- ...the job?
- ...the company?
- ...the industry?

What excited or interested you most about:

- ...the job?
- ...the company?
- ...the industry?

What about that do you still feel connected to?

What feelings did you associate with your YES? (ie: pride, excitement, significance, curiosity, challenging, practical, development, etc.)

Why does this industry matter? What impact does it make?

What about the company mission & vision resonated with you?

How does your role contribute to that mission or vision?

What has changed about the:

- 1) job
 - 2) company
 - 3) or mission/vision
- that may have created a disconnect?

What resources or people might be available to you to restore that disconnect?

Reflecting on this experience...

What have I learned?

What am I most proud of?

How do I see my role contributing in the future?

How does that align with my personal purpose and vision for myself?

What am I excited about moving forward?





Self-Reflection: **Rediscovering Your Purpose**

If I'm still feeling disconnected...

Is there someone above me who may have access to more information than I and be willing to share information or a story about the evolving company mission and vision to reinspire me?

Can I ask my supervisor for feedback on my performance and how my work is impacting the company, its mission, vision and priorities?

Is there an employee on the ground level who can help me feel connected to the work that we're doing?

Is there a customer or consumer that I can connect with to share the impact our work is making

Is there a trusted peer who is generally positive that I can ask wh

Who can I thank or share gratitude for connected to my work?

Who is a favorite client or vendor I can contact for inspiration on their connection to the company, mission or vision

Lastly, but probably most importantly... Am I taking care of myself?

1) How is my sleep?

2) How is my diet?

3) How is my environment / who am I surrounding myself with?

4) What is one thing I am doing for my self-care?

Discussion:

What did I discover?

What is the one thing I connect the most with?

What is one action I can take as a result of this self-reflection?

How can I do a better job maintaining my connection moving forward?



Self-Reflection: Reframing Challenges

Ask yourself these questions to help uncover opportunities to get unstuck and discover new paths to overcoming obstacles.



A situation or challenge where I feel stuck:

Why does it matter?

Why does *that* matter?

What is the outcome/benefit of solving this?

Am I treating the symptom or the ailment?

What beliefs do I hold about this challenge?

What do I actually know to be true in this moment? Is there a difference?

What assumptions have I made that I might need to fact check today?

What obstacles or factors are truly out of my control?

What do I have access to, within my control, to overcome that?

If I were coaching myself, what might I recommend as a next step?

If I walked in new today without any background or history...

What questions would I ask?

What might I challenge?

What would I be excited about?

Upon this discovery, what way(s) might I try to move forward differently?



Self-Reflection: **Re-Engage With Your Team**



When is the last time I...

Did a 1:1 with my direct report?

Did a 1:1 with my direct report outside my office?

Asked about their goals?

Asked them to share why they said “yes” what about the role, company and/or mission they were excited about and/or connected to?

Recognized them? (And have I asked them how they prefer to be recognized?)

Asked what support looks like to them?

Asked them for candid feedback?

Asked for and shared positive feedback about the individual from others?

When is the last time my team...

Shared a “mission moment” that connected the impact to the work/team/mission?

Saw an updated org chart and work flow to demonstrate how each department in the company contributes and why it matters?

Conducted a team-wide Town Hall or meeting with open Q&A?

Learned together?

Volunteered in service together?

Competed together?

Had fun together?



LET'S CONNECT!

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