

# LEADERSHIP PRACTICE WORKSHEET: GOALS & LISTENING

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**SUMMARY:** *Time: 5-20 min.* Before you start to set goals for the year, it might be a good idea for you to **slow down**. Here are some practical steps of what it looks like to be a “listening leader”:

1. **OBSERVE:** What is going on around you?

2. **DIAGNOSE:** What are the issues?

3. **INTERPRET:** What are some possible reasons for the issues?

4. **WATCH:** What patterns do notice related to the issue?

5. **REALITY TEST:** What are some ways you can test your interpretations, especially ones you have a strong reaction to?

6. **DEBRIEF:** Who and when can you process the information generated by your actions and the interventions of others, in order to think through your next move?

