

## **Lesson 2- Management & The Power of Why: The Theory Behind YOUR Practice**

### **Identifying YOUR Why as a Manager**

When reflecting on your own personal WHY (*Simon Sinek **Start With Why** – The Golden Circle*), it is important to remember that it is just that – personal to YOU. There is no right answer and no perfect examples. What matters is that you answer authentically and with what is true for you. Take the time and space you need to reflect on these questions. Try not to think about what you think someone else might want to hear. Think about what rings true to your own ears, and in your own experience. Remember, this is about you becoming the best version of YOU as a manager, because no one can do that better than YOU.

1. **What do you value?** Write down what you consider to be your values. These can be values you consider to be work-related or personal and you can use words or phrases, whatever works for you. (*Although I encourage you to do this by reflecting on your own personal thoughts, if you are having trouble coming up with language to express yourself, you might do an online search of “work values” or “personal values”.*)

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2. **Managers who mattered to you.** Think about managers you’ve had that have made a positive difference in your life. What were actions they took, behaviors they engaged in, or attitudes they expressed that made that difference? Were there things they did that made you look forward to going to your job or doing your work? What are words you would use to describe those managers?

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3. **What difference do you want to make?** When you think about the difference you personally want to make in the lives of others you supervise, what do you envision? How do you describe that difference?

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4. **Themes:** As you look back at your responses to the above questions, are there words, phrases, or ideas that you see over and over again? Notice them. Highlight them. Reflect on them. These are the beginning themes of your personal WHY. No need to put them into a beautiful sentence now – just spend some time thinking about them and see if they feel true to you. We’ll come back and more fully flesh this out later.

**Thank you for completing this worksheet.**  
**You are now ready to move on to Lesson Three!**