

Leading Through Self-Discovery and Personal Vision

Developing Your Personal Vision

The following exercises are designed to help you begin building a personal vision. Creating a personal vision helps you define your purpose, forces clarity and serves as the foundation for your personal and professional goals. It also helps you identify your core values and beliefs, the underlying reasons for your choices and behaviors and what truly motivates you. Steven Covey, in *First Things First*, refers to developing a personal vision as “connecting with your own unique purpose and the profound satisfaction that comes from fulfilling it.”

The biggest problem with a personal vision is not in wanting it, but in articulating it. These exercises are designed to help you get started in a meaningful way. Take your time, be thoughtful, and dig deep. Challenge yourself. You want a personal vision that is authentic, honest and aspirational. It requires introspection, self-analysis, and clarity of mind. It’s not something you produce in a day. Rather it will likely take several drafts over several days, weeks or even months before you feel it is a complete and concise expression of your innermost values and directions.

My Purpose

If there were just one thing in my life that I could accomplish, it would be:

If I could make an important contribution to my work or profession, it would be:

My Passions

What are the things that energize me and bring value to my life? Am I engaged in meaningful activity and relationships? If so, what is the common thread? Is there an issue or cause that is an enduring theme in my life? What am I most committed to?

My Leadership Legacy:

What do I want my legacy in life to be? In other words, what will remain or continue because of my having lived and worked all these years?

My Values:

On the next page is a list of values and personal characteristics. Identify which are guiding principles and most important to you. This is not about what you "should" include, rather what is a true reflection of how you feel and who you are.

1. Start by circling 15 or so values that are important to you.
2. Next, pick the top 10 and write them down.
3. From this list, circle the five that are most important to you and then rank them from "most important" to "least important."

Values and Personal Characteristics

Achievement	Control	Hope	Pride
Adventure	Cooperation	Independence	Recognition
Affection	Courage	Improving Society	Reliable
Ambition	Courteous	Innovative	Religion
Authentic	Creativity	Integrity	Respectful
Authority	Dependable	Intellectual	Responsible
Autonomy	Discipline	Involvement	Risk-Taking
Balance	Economic Security	Imagination	Self-Control
Beauty	Energetic	Joy	Self-Reliance
Belonging	Equality	Leisurely	Self-Respect
Caring	Excitement	Logical	Sincerity
Challenge	Faith	Love	Status
Clean	Fame	Mannered	Success
Character	Family Happiness	Nature	Teamwork
Comfortable Life	Family Security	Obedient	Tranquility
Companionship	Freedom	Open Minded	Wealth
Compassion	Friendship	Order	Winning
Competent	Fun	Peace	Wisdom
Competitive	Happiness	Personal Development	World View
Contribution to Others	Health	Pleasure	Other:
Conformity	Helpfulness	Polite	
Contentedness	Honest	Power	

My top 10 values and personal characteristics:

- | | |
|----------|-----------|
| 1. _____ | 6. _____ |
| 2. _____ | 7. _____ |
| 3. _____ | 8. _____ |
| 4. _____ | 9. _____ |
| 5. _____ | 10. _____ |

My top five in rank order with "1" being the most important to you:

- | | |
|----------|----------|
| 1. _____ | 4. _____ |
| 2. _____ | 5. _____ |
| 3. _____ | |