

Self-Exploration: Identity as Leadership Strength

Individual Reflection Worksheet · Session 2 · September 18, 2026

This worksheet is for your own use — you will not be asked to hand it in.

Before we discuss this in small groups, take about 10 minutes to reflect and write on your own. This worksheet is just for your use only and you will not be asked to share it in class — the goal is to name something true and specific, not to produce a polished statement. You'll draw on it during today's triad discussion.

1 Perspective

What do you notice — because of who you are — that other leaders in the room might miss?

Think of a specific moment, not a general trait. What did you pick up on — in a meeting, a client interaction, a team dynamic — that came from your particular background, and that someone without it might have walked right past?

2 Trust & Connection

Who trusts you, connects with you, because of who you are? Why?

With whom is it more difficult for you to establish trust and a sense of connection? Why?

This might be a client, a leader you report to, a community member, a staff member, or a peer. What is it about your identity, background, or lived experience that opened that door — and how have you used that trust in your leadership?

3 Resilience

What has your background already taught you to navigate that shows up as leadership capacity now?

Consider something you learned to handle long before you were a leader — navigating a system, a difficult transition, being underestimated, holding two identities at once. How does that same capacity show up in how you lead today?

One sentence to carry into the discussion

If you had to name, in one sentence, how an aspect of your identity is an asset in how you lead — what would it be?
