

Leadership Reflection Questions



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Leadership Reflection Questions

Moving from the Dance Floor to the Balcony

When you're caught up in the urgency of daily leadership—putting out fires, making quick decisions, managing immediate crises—it's easy to lose sight of the bigger picture. These questions are designed to help you step back, gain perspective, and lead more intentionally.

Use these prompts when you're feeling stuck, overwhelmed, or when you sense you're treating adaptive challenges like technical problems. Set aside 15-30 minutes in a quiet space, and work through the sections that feel most relevant to your current situation.

Diagnosing the System

Getting beneath the surface of what's really happening

- What's really happening beneath the surface?
 - Who benefits from the status quo?
 - What patterns keep repeating in our organization?
 - What are we not talking about that we should be?
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Clarifying What's at Stake

Understanding the real costs and conflicts

- What values are in conflict?
 - What's the cost of inaction?
 - What am I being asked to let go of?
 - What matters most in this situation?
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Mobilizing Others

Building engagement and shared ownership

- Who else needs to be involved?



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- How can I support others to join me on the balcony?
 - What discomfort might this change cause for others?
 - Who has influence that I haven't considered?
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Leading Self Through Discomfort

Managing your own reactions and responses

- What's hardest about this situation?
 - Where am I reactive, and how might a pause help?
 - What would courage look like here?
 - How can I stay grounded in my purpose?
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Experimenting Forward

Taking thoughtful action and learning

- What's a low-risk experiment to try?
 - How will we measure success?
 - What feedback loops do we need?
 - What would we do if we knew we couldn't fail?
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Weekly Leadership Reflection

Regular check-ins with yourself

- How often am I caught up reacting on the dance floor?
 - When have I recently used technical solutions for adaptive problems?
 - What shifts if I intentionally schedule balcony time into my week?
 - What pattern am I contributing to that I'd like to change?
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Remember: The goal isn't to find perfect answers, but to develop the muscle of stepping back and reflecting. Leadership in complexity requires both action and perspective. These questions help you cultivate the wisdom to know when each is needed.

Want to go deeper? Consider discussing these questions with a trusted colleague, mentor, or coach. Sometimes the most valuable insights emerge in conversation.

Or reach out to pk@eddyline-coaching.com