

Leadership Lifeline

When thinking about your current and future development as a leader, it is often helpful to review what has happened in the past. Here is one way of reviewing your journey as a manager so far.

The exercise will take around 30 minutes to complete. It is best to find some time and a place where you can do it uninterrupted.

Step 1: THINK

Look back over your working life, perhaps even further back to university and school. Focus your attention on periods that were ‘high points’ along the way, and periods that were ‘low points’. What made them high or low points is up to you, and they may be specifically related to work or can include events and circumstances outside work too.

Step 2: DRAW

You will then represent these high and low points on a ‘lifeline’ graph on the next page. Put dates at each end of the time axis to denote the period of your life, that the line covers. Start as far back in your career as seems relevant and work up to the present day. Draw a graph that reflects the change in the level of fulfilment in your career over time. Plot your different jobs or roles and indicate the highs and lows on the scale according to when they occurred. Identify if you can, what was happening to create these peaks and troughs.

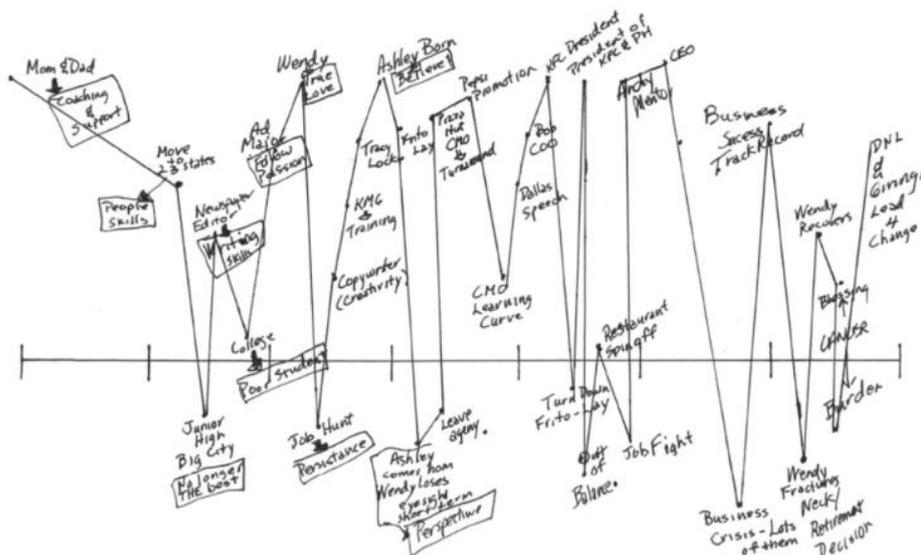


Fig 1. An example of a lifeline



Step 3: REFLECT

Now consider these questions and use the space provided to write down your thoughts.

What have been the key experiences that have helped me to develop (as a person, as a manager) in my career?

What can I learn from times when things have gone well and not so well for me?

What can I learn to help me in planning my future?

Who you are today informs who you can be tomorrow. By reflecting on your strengths and investing in new skills, you can create the future you want. Discover opportunities to upskill and thrive at [Roffey Park Institute](https://www.roffeypark.com).