



INSPIRED LEADERSHIP

INQUIRY PREFACE AND INTERVIEW GUIDE

We have all been in leadership roles at various times in our lives – not necessarily formal leadership, but still we have taken the lead in some way. When, why, and how we do that depends on several factors: what the situation calls for; our ability and willingness to do so; our experience, knowledge and skill sets for the task at hand; as well as our personalities and beliefs about the need for and told of leadership at the time. We assume leadership in our families, our recreational pursuits, and in our workplaces as we move in and out of different situations and projects.

This is a unique kind of interview and I'd like to explain how we want to frame it. These interviews are part of an intensive effort to discover what is happening when we are operating at our best. Our goal is to locate, illuminate, and understand the distinctive values, practices and skills which are in operation when this organization is operating at its best.

BEST EXPERIENCE (15 MINUTES – 5 MINUTES/QUESTION)

1. Good leadership empowers people by supporting their growth and development. This often means seeing someone's potential and capacity even more clearly than they see themselves. Please select a question below to answer.
 - A. Recall a time when someone provided an environment that allowed you or others to learn, to experiment, and to take risks.
 - What was happening?
 - What was it about the leader that you value most in this story?
 - What attributes does this leader possess that you admire or most appreciate?
 - How did this make you feel?
 - B. Please share a time when you supported someone else's growth and development, when you saw their potential and supported them to go beyond their perceived limits.
 - What were the outcomes?
 - What were the circumstances or conditions that supported this?
 - What do you think made it an exceptionally positive experience?
2. As you look over your entire work experience, think of a moment when you felt particularly successful, a time you had an influence on the outcome of something that was important, a time when you were effective in making a difference that mattered. It could have been a creative idea you imagined or an action you initiated. Tell the story of what happened.
 - What was going on?
 - What factors made this a significant experience?
 - What was it about you, your personal qualities that contributed to this?
 - What others were involved and how were they significant?
 - What was it about the condition, system, or organization that helped make this such an important and successful experience?

VALUES (10 MINUTES)

3. Let's talk for a moment about some things you value deeply; specifically, the things you value about yourself; about the nature of your work; and about your connection with others.
 - Without being humble, what do you most value about yourself – as a person and as a member of this organization?
 - When you are feeling your best about your work, what do you value most about it?
 - What is it about this organization that you value? What is the single most important thing this organization has contributed to your life?

WISHES (5 MINUTES)

4. If you could change or transform this organization in any way, what three things would you do to heighten the overall health and vitality of the organization?

INSPIRED LEADERSHIP – INTERVIEW SUMMARY SHEET



QUOTABLE QUOTE

What was the most appreciative **quotable quote** that came out during your interview?



COMPELLING STORY

What is the most **compelling story** that came out of your interview? What details and examples did the interviewee share? How were the interviewee and/or others changed by the story?



'LIFE GIVING' MOMENT

What was the most **'life-giving' moment** of the interview for you as a listener?



CREATIVE EXAMPLES

Did a particular **creative and/or innovative example of inspired leadership** emerge during the interview? If so, describe what you learned about it.



EMERGENT THEMES

What **three themes** stood out most for you during the interview?
