Adaptive Leadership WORKSHEET

Developed by the Rev. Peter Ackerman

STEP 1 - Identify Your Leadership Challenge

Think of a current leadership challenge that requires adaptation. It should be something where past strategies are not working.

What is the challenge you are facing? _____

_____

_____

_____

Why is this challenge difficult to solve with existing approaches? _____

_____

_____

_____

STEP 2 - Recognizing What Needs to Change

Adaptive leadership requires letting go of outdated strategies, mindsets, or habits.

What past leadership tools, assumptions, or strategies do you need to let go of?

_____

_____

_____

_____

What new skills, mindsets, or approaches might be needed instead? _____

_____

_____

_____

STEP 3 - Understanding Resistance

Change often involves loss, which leads to resistance.

Who might resist this change, and why? _____

How can you support or guide people through this transition? _____

STEP 4 - Designing a Small Experiment

Adaptive leadership is about learning through action.

What is one small experiment you can try to address this challenge? _____

Who can support you in this experiment? _____

What will success look like? How will you measure it? _____

STEP 5 - Commit to Action

This week, I will: