The Ten Pillars Worksheet

From Earn the Follow: Ten Pillars for Becoming a Leader People Trust
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Each chapter of Earn the Follow ends with one question. Here they all are in one place, so you can come back to them whenever you need to.

Name _____ Date _____

1. VISION *Direction and Organizational Clarity*
If I stopped ten employees at random, could they tell me why we exist, what we value, and where we're headed?

2. PRESENCE *Authenticity and Attentiveness*
In this moment, am I fully here, and do people feel safe being themselves with me?

3. HUMILITY *Service Over Status*
Who gets the spotlight when things go well?

4. GROWTH *Self-Development and Learning*
When did you last change your mind or learn something that shifted your approach?

5. FOCUS *Time, Energy, and Priorities*
If I reviewed your calendar, would it show what you say matters most?

6. CLARITY *Open-Mindedness and Truth-Seeking*
When something's going wrong on your team, do you hear about it early, while it's still small, or late, after the damage is done?

7. COURAGE *Challenge and Accountability*
When someone on your team falls short, how quickly do you tell them, and how plainly?

8. ADAPTABILITY *Change Leadership and Resilience*
When things get shaky, does your team calm down around you, or does your worry make theirs worse?

9. CONNECTION *People-Centeredness*
Over time, do the people you lead feel truly known, valued, and inspired by you?

10. MOMENTUM *Results and Legacy*
Is your team building momentum, or just spinning its wheels?

Pick the question that's hardest to answer honestly. Start there. Come back to the rest when you're ready.