



Creating a Leadership Bubble for Yourself

PERSONAL ACTION PLAN

The Leadership Bubble is the concept we created to help leaders develop the skills and capabilities of their people. Because people learn by trying and failing then applying what they learned to try again, the idea is for leaders to create a protective structure around their people to provide them with that safe space to learn. The bubble helps the learner avoid damage to their reputation or to the company as they go through the learning process.

You can apply this concept to yourself as well. This plan helps you identify the low-risk steps you can take to achieve that behavior change you're working on that you know will make a big difference to your career or business. Giving yourself achievable, low-risks goals helps you build your skills and confidence toward that bigger change you want.

You can use the worksheets in this plan as often as necessary to help you make progress toward your goal. Taking on one piece at a time, you will see improvements with each step and discover what's possible.

Set your goals with this plan, then surpass them...

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The change in your own behavior you're working on that you know is important to your career and/or business:

STEP 3: SETTING LONGER-TERM GOALS

9. What can you accomplish in a month toward your vision that's low-risk to your career/business? List three goals you can achieve in a month.
10. List the major steps to achieve each goal.
11. Set a deadline for each major step and the support you need for each step or goal.

One-Month Goals	Steps	Deadline	Support



Want to dig deeper?

For changes that are particularly hard to make, it's useful to zoom in on what's in the way. Here are some questions to contemplate:

- What pain will you experience as part of getting what you want?
- What will you have to give up to get what you want?
- How will others react to the changes you make and how will you prepare for that?
- What are the old stories you're telling yourself about you (the situation, others) that no longer serve you well?
- What will get in your way and what will you do now to make sure that does not happen?

