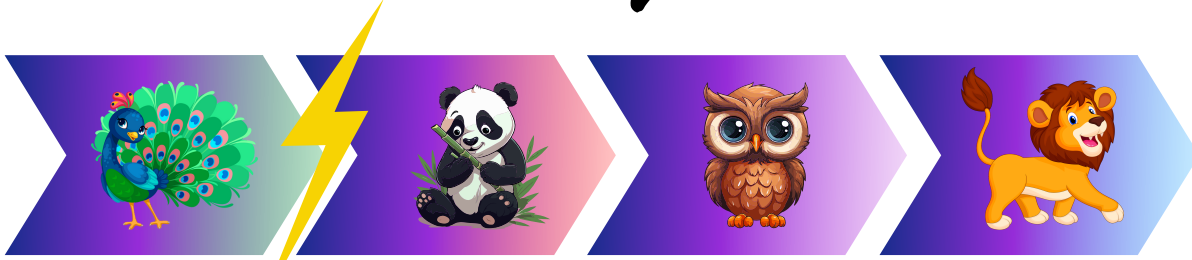


# Self-leadership timeline



**REALITY**

**Credit:** the table is inspired by the Hersey-Blanchard model of situational leadership.

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Development level	excited peacock	clumsy panda	cautious owl	proud lion
Competence & self-awareness	low (ignorance)	low-some (disillusion)	moderate-high (skepticism)	high (realism)
Emotional & mental state	naive enthusiasm, delusion (overestimate my knowledge)	disappointment, determination (serious learning required)	empowerment, doubt (I don't know how far I am from the end)	confidence, courage (honest evaluation of my capabilities)
Commitment & motivation	high	low	varying	high
Situational leadership	directing	coaching	supporting	delegating



**Reality shock:** when you realise it's going to take serious practice to master a skill and you are not sure if it's worth it!



When your **competence is low**, you need **direction**, when your **commitment is low**, you need **support**.



# If after the reality shock you decide that it is worth your efforts...

To increase your **competence** and become a high achiever, you need to:

- set a SMART goal,
- create an action plan with priorities and deadlines, and
- learn and practice the necessary skills from experts.

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<p style="text-align: center;"><b><u>S</u>PECIFIC</b></p> <p>What hard/soft skill(s) do you need to learn in order to get to the next level of development?</p>	
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<p style="text-align: center;"><b><u>M</u>EASURABLE</b></p> <p>How will you know that you have accomplished your goal and you are ready to move forward?</p>	
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<p style="text-align: center;"><b><u>A</u>CHIEVABLE</b></p> <p>What steps will you follow to learn and practice the skills you need?</p>	
--	--

<p style="text-align: center;"><b><u>R</u>ELEVANT</b></p> <p>Will you become more valuable with these skills or stay stuck with more responsibilities?</p>	
--	--

<p style="text-align: center;"><b><u>T</u>IME BOUND</b></p> <p>What is the timeframe to acquire these skills and become a high achiever?</p>	
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**Quitting a goal is not a failure!** It is actually an example of taking responsibility as a self-leader if you thoughtfully evaluate it is not worth the investment.



# Action plan

If you are new to crafting your **own** development plan, choose **at most 3 skills** to improve, 1 priority and 2 auxiliary. This will help you stay focused without feeling overwhelmed. For each skill, note who will **teach** you and the **specific tasks** to learn it.

	Who will teach you this skill? (book, training, mentor, tutor, etc)	What specific tasks do you need to complete to acquire this skill?
SKILL 1 (PRIORITY)		
SKILL 2 (AUXILIARY)		
SKILL 3 (AUXILIARY)		



**Use colour coding!** This will help you understand with a simple glimpse how much time you allocate to each skill-task.

**Significant progress and real transformation** can be achieved within 21 days with the right guidance. Therefore, create your action plans with a timeframe of 3 weeks, evaluate your progress at the end of 3 weeks, and update your plan accordingly.

	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7
WEEK 1							
WEEK 2							
WEEK 3							



Once you have your specific tasks for each skill, add them on the above timetable marked by their colour. Implement the plan and have fun!

# When the going gets tough...

Crafting a development plan may seem hard at first, but it is actually the easy part!

Your **first big challenge** is to overcome the reality shock. This is the point where you need to be honest with yourself and understand if you want to:



**pursue** a goal that leads nowhere, only because you associate quitting with failure

**quit** an ambitious goal, because you feel some sense of control in a frightening situation

Your **next big challenge** is to remain committed to your goals and deal with all the emotional ups and downs. To build your **commitment** to achieve a goal, you need support from someone who will keep you on track and help you:

- understand the source of your fears and resolve them,
- identify your strengths and skills, and
- remember why you are doing it!

The biggest trap is to buy into the **limiting belief** that *“the only person to provide direction and support is my manager”*! If your manager is unsuitable for this role, then you can choose anyone you want to give you the support and direction you need to achieve your goal! Pick a friend or a colleague with the same determination and integrity as yourself and support each other with your goals.



If the person you chose for collaborative support does not keep their end of the deal, then it is best to seek external professional support. Invest your time and energy in your development instead of building somebody else’s career!

As a self-leader, it is your **responsibility** to get the feedback, direction, and support you need. You are the best advocate for your own progress!

*... the tough get going.*

