

LATANYA MICHELLE

The Intentional *Leader*TM

LEADERSHIP REFLECTION TOOLKIT
PART OF THE LATANYA SPEAKS LEADERSHIP LIBRARY

*A reflective guide for leaders committed to intentional growth and
transformational impact.*

HOW TO USE

Set aside thirty quiet minutes. Move through the self-assessment with honesty, score yourself, and sit with the reflection prompts. This is not a test. It is a mirror.

A NOTE FROM LATANYA

Leadership is often measured by titles, positions, and accomplishments. I have learned that leadership is revealed most clearly in the moments that test us. As a cancer survivor, nonprofit executive, leadership facilitator, and woman who has rebuilt through adversity, my hope is that this toolkit helps you reflect honestly, lead intentionally, and identify the next step in your own leadership journey.

— LaTanya Michelle

ABOUT THIS FRAMEWORK

Grounded in Transformational Leadership Theory, developed by James MacGregor Burns and later expanded by Bernard Bass. This framework focuses on how leaders inspire vision, challenge thinking, develop people, and model integrity.

PART ONE

Transformational Leadership Self-Assessment

Rate each statement using the scale below. Select the number that best reflects your current leadership behavior.

5 CONSISTENTLY TRUE	4 OFTEN TRUE	3 SOMETIMES TRUE	2 RARELY TRUE	1 NOT YET TRUE
5 = Consistently True — Regular pattern in my leadership.		2 = Rarely True — Happens, but lacks consistency.		
4 = Often True — Shows up frequently, though not always.		1 = Not Yet True — Not yet a dependable behavior for me.		
3 = Sometimes True — Depends on the situation or season.				

IDEALIZED INFLUENCE

I lead in a way that aligns with the values I publicly stand for.	5	4	3	2	1
My team trusts my judgment in moments that carry weight.	5	4	3	2	1
I make decisions I would still respect a year from now.	5	4	3	2	1

INSPIRATIONAL MOTIVATION

I articulate a vision that gives my team meaning, not just direction.	5	4	3	2	1
I speak about the future in a way that invites others into it.	5	4	3	2	1
I help people connect their daily work to something larger.	5	4	3	2	1

INTELLECTUAL STIMULATION

I invite challenge to my own thinking before I defend it.	5	4	3	2	1
I create space for others to question how we have always done things.	5	4	3	2	1
I treat disagreement as information, not as disloyalty.	5	4	3	2	1

INDIVIDUALIZED CONSIDERATION

I know what each person on my team is working toward, personally.	5	4	3	2	1
I adapt how I coach based on the human in front of me.	5	4	3	2	1
I notice when someone is dimming before they say it out loud.	5	4	3	2	1

TOTAL SCORE

Add your scores across all twelve statements: _____ / 60

Interpret. Reflect. Commit.

YOUR RESULTS

- 48 – 60 **Leading with Intention**
Your leadership is consistently felt in your presence, decisions, and influence. Your next edge is sustaining it without quietly carrying the cost.

- 36 – 47 **Growing in Influence**
The foundation is there. The work now is consistency, especially when the room is tense, tired, or uncertain.

- 24 – 35 **Building Awareness**
You are honest enough to see the gap. Choose one dimension to grow this season and practice it with intention.

- 12 – 23 **Reclaiming Your Foundation**
Something is asking for attention before strategy. Tend to the interior work so your leadership can become steady again.

REFLECTION PROMPTS

- 01 Where am I performing presence instead of practicing it?

- 02 Whose growth am I responsible for that I have not been tending?

- 03 What truth about my leadership did this assessment surface that I already knew?

LEADERSHIP COMMITMENT

The one leadership behavior I am committed to strengthening over the next 90 days:

MY ACCOUNTABILITY ACTION

The first action I will take within the next seven days:

"Leadership is not measured by your presence in the room. It is revealed by what shifts after you leave."

— LaTanya Michelle