

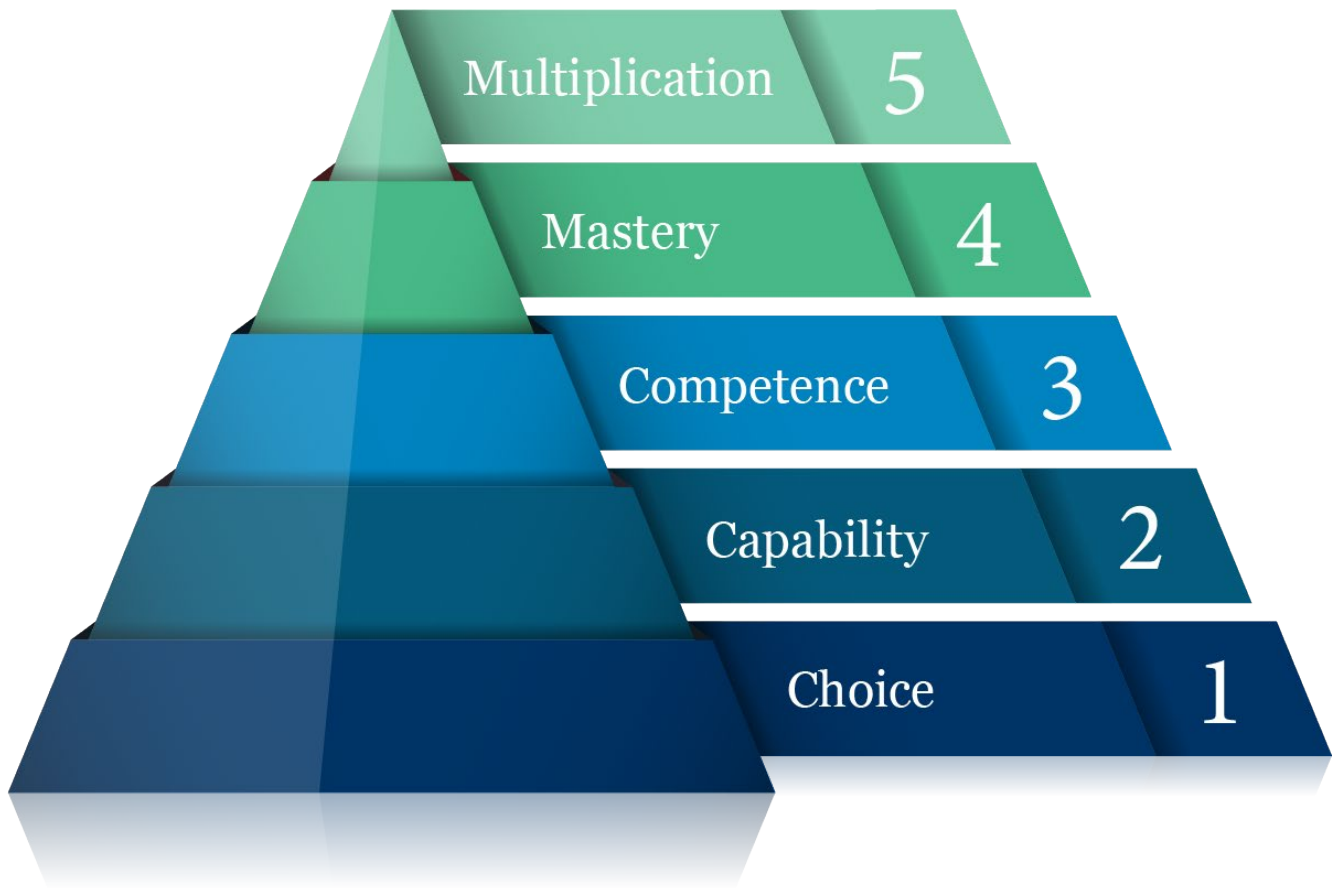
# Healthy Practice Podcast Episode 35



## 5 Steps to Developing as a Leader

Leadership development is a process. Leaders are not born; they learn, grow, and progress over time. Every leader has traits and strengths that can be leveraged throughout his or her leadership journey.

Taking time to focus on your own development as a leader can have profoundly positive effects for you, your team, and your practice. Throughout this process, there are five foundational principles you can use to reach your full leadership potential.



# Leader's Toolkit

## 5 Steps to Developing as a Leader

### 5 Steps to Developing as a Leader - Reflection Questions

The five steps in the leadership development model are thoughtfully designed to help you achieve your leadership goals. Taking time to work through each step is critical to your improvement and overall success. Below, you will find a description for each step along with reflection questions. Use these questions to guide you through the leadership development process.

#### 1. Choice

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First, start by deciding what kind of leader you want to become and how you want to impact others as a result of your leadership.

- *What changes do I want to inspire? In my team? In my practice?*

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- *What kind of culture do I want to help create?*

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#### 2. Capability

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Next, consider the skills that are needed to become the type of leader you envision. Common skillsets for leadership development are: coaching, leading change, employee engagement, and hiring and development.

- *What skills do I need to develop in order to grow into the leader I want to become?*

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### 3. Competence

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After identifying the skill(s) you'd like to develop, you must practice and build habits to become competent in those areas.

- *What activities will I do to practice these skills? When will I perform these activities?*

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- *Are there people who can help me practice these skills?*

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### 4. Mastery

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Mastery is achieved once you have practiced and become competent at your new skill(s). Once mastered, you will perform these new skills and behaviors in an automatic, unconscious, and consistent way.

- *What changes do I expect to see once I master these skills? For myself? For my team? For my practice?*

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### 5. Multiplication

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The final step in the leadership development process is the act of helping others around you improve their own leadership skills.

- *How will I share the knowledge, processes, and skills I have mastered to help others around me develop as leaders?*

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