

## Convene a leadership circle

If you and your co-workers steadily use the questions-action-evaluation cycle in Strategy Note 292, you likely will notice that:

- Frequent, small actions make more difference than one big action.
- Multiple people leading together do more than one leader can.
- Smart leaders help others lead.

Occasionally convene a leadership circle. With a few people who agree to keep everything confidential, everybody takes a two-minute turn answering the first question in the list below. Then everybody answers the second question. And so forth.

1. What small recent success have you had?
2. What overall situation faces you and the people you serve as leader?
3. What smallest possible next act have you begun considering?
4. What about serving as a leader can feel difficult for you?
5. What might help you to remember your goodness and smartness and to persist in trying things?

Except during your turns, just listen. Don't connect anything someone says with them during the circle or later.

People (including leaders) benefit from good questions and good listening to help them think for themselves. With that, they generally will identify anything else they need and figure out how to get it.

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