

Leadership Survey Insights: What We Learned from You

Thank you for taking the time to share your thoughts before the workshop. Your insights helped us design a learning experience that's meaningful and aligned with what matters most to you. Below are some key themes and reflections drawn from your responses.

Key Themes & Reflections

1. Communication & Integrity Are Top Values

- Clear, open communication ranked highest in both skills and values.
- Integrity and accountability also emerged as top priorities.

✦ In the workshop: We'll explore how leadership is rooted in trust and clarity, and practice communicating with both compassion and precision.

2. Desire for More Time to Lead

- Many leaders feel overwhelmed by volume and wish for more time to focus on leadership.
- Balancing direct responsibilities and supervisory roles is a common challenge.

✦ In the workshop: We'll cover time management for leaders and strategies to delegate and prioritize leadership activities.

3. Employee Development is a Shared Joy

- Leaders feel most proud when helping others grow.
- There's a strong desire to mentor, strategize, and connect more deeply with team members.

✦ In the workshop: We'll provide coaching tools and discuss practical ways to support employee development on-the-job.

4. Feedback & Conflict Can Be Tough

- Constructive feedback and conflict management remain common leadership struggles.
- Differences in personality and attitude add complexity.

✦ In the workshop: We'll practice respectful feedback techniques and explore healthy conflict resolution models.



5. Self-Awareness & Growth Mindset Are Strong

- Participants rated themselves as strong but growing leaders.
- Many shared thoughtful reflections showing humility and eagerness to improve.

✦ In the workshop: You'll reflect on your leadership strengths and growth areas—this is all part of the journey.

6. Collaboration & Relationships Matter

- Relationships, team trust, and emotional intelligence are very important.
- Some concerns emerged about decisions being influenced by friendships rather than fairness or performance.

✦ In the workshop: We'll talk about balancing relationships with results, and building teams grounded in trust and accountability.

