

What is a leadership vision?

A vision is a statement of what gives us purpose and meaning in our lives and work. It comes from our hearts and feelings, not our brains and thinking. It describes what life looks like when it is just how we want it. We increase our awareness and take responsibility for the ideal changes we want to make in our profession. Our vision energizes us toward the actions and changes that align us to our values and help us reach our fullest potentials. The vision is written in the present tense with positive images so it motivates and engages us. Each day, we read our vision as a reminder to ourselves and set an intention for the day or week (rather than less-inspiring goals and objectives). Each day, we think about how we are living into our vision and celebrate by naming our wins. We practice grace and compassion throughout because meaningful, authentic, and healthy growth only comes when we replace shame, blame, and being hard on ourselves with self-love and self-forgiveness.

“A vision is not just a picture of what could be; it is an appeal to our better selves, a call to become something more.”

- Rosabeth Moss Kanter

Creating a Personal Vision

1. Set aside some time to be quiet. Find a time when you can remove distractions, such as your phone or a time crunch, and be present for yourself. Spend some time thinking about what is important to you, what you **value**, and what brings you **purpose** and **meaning**. Using fewer six words or fewer, write what matters most to you in your life. Page 3 offers some suggestions. Take some more notes. Here are some questions to prompt your thinking, if helpful.

“What do you want to change in you to live the life you really want to live?”

“What’s at the core of your desire for this change?”

“What’s making this so important to you right now?”

- Vicky Dearing

2. Think about exactly what you want to be true for yourself. This is not a goal or dream. This is a description of how things are when they are just as you want them.

3. Start writing in the present tense. (e.g., “I am calm and relaxed in my school, no matter what.”)

4. Add positive words that motivate and energize you and inspire action. Here are some examples:

- I have an unconditional sense of self-worth, no matter what.
- I pack a healthy lunch each day so I feel happy, healthy, and energized.
- I know what my body needs and make time for self care every day.
- My priorities and boundaries give me the time and energy to be present with my family.
- It’s valuable and safe for me to feel and voice my feelings.
- I make progress each day and am grateful for the progress made.

5. Go back and make sure there are no negative words in your vision and replace the statements with the positive behavior you want to live into. For example, instead of “I avoid numbing with my

screens/scrolling every night,” try, “I am clear about my priorities and use my time in wholesome ways” or “I rest when I am tired.”

6. Feel and see yourself living into that vision as you go through your day. Notice how it feels for you when you are living into your vision. How are the choices you make throughout the day supporting your vision? How does saying *no* to things that are not aligned with your vision help you say *yes* to your vision?

7. Review your vision each day. Celebrate your wins every day so your brain can experience the success of living into your vision. Talk to yourself kindly and practice self-forgiveness.

8. Repeat the process. When you feel ready, you can write a new vision, honoring your growth and changes and looking ahead to what you want to be true next in your life.

Example

I am organized and well-prepared each day so I feel energized and ready when it's time to start. I plan ahead for each meeting. I predict what challenges might arise, and I make refinements as needed before the meeting starts. I honor those I lead by providing content that is relevant, and we use time productively. I am responsive to interests and learning preferences and what my colleagues and peers need; I make sure everyone has equitable access. My dedication to building relationships shows in the trust and sense of community we share. I feel calm and relaxed, no matter what. The people on my team feel seen, heard, understood, valued, and protected.

I support my work life by setting healthy boundaries. I say no to things so I can say yes to myself and what is important to me. I make wholesome use of my time so that I have time to pack a lunch, workout, and get to bed by 10:30 each day. My priorities make it possible for me to enjoy one week night out with friends. I ask for help and support when I need it.

Core Values: What is important to me and gives my life meaning and purpose? Where do I chose to spend my time and energy when my actions are aligned with my values (integrity)? What do I value that is not listed?

Acceptance	Family Life/Relationships	Positive Influence
Accountability	Financial Security	Power
Achievement/	Freedom	Practicality
Accomplishment	Friendship	Problem-Solving
Activism	Fun	Productivity
Adventure/Excitement	Generosity	Recognition/Praise
Aesthetics/Beauty	Gratitude	Reliability
Autonomy/Independence/	Growth	Religion
Choice	Happiness	Reputation
Authenticity	Hard Work	Resourcefulness
Balance	Happiness	Safety/Security
Challenge	Harmony	Self-Care
Citizenship	Healing	Self-Compassion
Collaboration	Health	Self-Discipline
Cooperation	Helping Others	Self-Reliance
Commitment	Honesty	Service
Community	Honor	Simplicity/Thrift
Compassion	Humility/Modesty	Skill
Competency	Humor	Spirituality
Connection/Belonging	Inclusiveness	Strength
Contribution	Influence	Tradition
Courage	Inner Calm	Transparency
Curiosity	Innovation	Trust/Trustworthiness
Creativity/Creative	Integrity	Wealth
Expression	Interdependence	Willingness
Determination/Persistence	Joy	Wisdom
Discipline	Justice/Fairness	
Discovery	Kindness	
Efficiency	Knowledge	
Effort/Hard	Leadership	
Work/Productivity	Lifelong	
Emotional	Learning/Knowledge	
Security/Confidence	Love	
Enthusiasm	Loyalty	
Environment	Meaningful Work	
Equality	Mindfulness	
Equity/Equitable Access	Morality	
Equanimity/Emotional	Mystery/Not Knowing	
Wellbeing	Openness/Open Heart	
Education	Open Mindedness	
Ethical action	Optimism	
Excellence	Patience	
Fairness	Peace/Non-Violence	
Faith	Personal Growth	
Fame	Pleasure	