



How to Hit Your Leadership Recharge Button

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“If you could kick the person in the pants responsible for most of your trouble, you wouldn’t sit for a month.”

- Teddy Roosevelt

An insightful experiment in learning retention was conducted at Wipro’s tech-support call center.

As reported in the Nov 2015 Harvard Business Review, *Why Organizations Don't Learn*, Wipro invited new hires during their sixth through their sixteenth days in training to do something a little different.

This global IT consulting firm had each trainee **spend the last 15 minutes of their day reflecting and writing about what they had learned that day**. The company also created a control group, who just kept on working for the last 15 minutes with any journaling.

Guess what happened?

Trainees who reflected each day performed more than 20% better, on average, than those in the control group on their final training exam.

Is this a coincidence?

Not at all! Learning through self-reflection is one of the most important skills of being an effective leader.

AN INVITATION FOR 2016

As you hit the ground running to tackle all of your leadership challenges in 2016, my invitation is to pause and reflect—now *and* on a regular basis throughout the year. Regular reflection positions us to minimize the trouble or

lack of learning we cause ourselves. Make sure that *you* are not the one standing in your own way.

SELF REFLECTION

But what should you focus on while you pause and think about the day? How can you best hit your leadership recharge button? What can you do on a regular basis to help you show up as the kind of leader you know you can be? For starters, focus on the positive!

Martin Seligman, who is the father of positive psychology, in his book, *Flourish*, suggests a key exercise to maximize the power of reflection called Practicing What Went Right.

The exercise has three simple steps:

PRACTICE WHAT WENT RIGHT

Step 1: Start by writing 3 things that went right last week.

You can focus on all aspects of your life or just what happened at work.

For example you could say:

- I had a successful crucial conversation with a colleague
- I completed our budget on time
- I included data in my presentation that really connected with my audience

Step 2: Identify what habit or behavior you did to cause those things to go right?

For example:

- I created a written plan for my crucial conversation and minimized the drama
- I scheduled a meeting where all decision makers were present to expedite the budgeting process
- I blocked the first 30 min of each day to prepare and research for my presentation.

Step 3: Answer the following questions:

- *How can I make something like that happen again?*
- *What habit do I need to put in place or cultivate more of?*

Some examples could include:

- I chose to check the story I was telling myself and focus just on the facts
- I decided to not wait for permission but to be proactive
- I allowed myself to not respond to email or texts for 30 minutes



DO IT AGAIN

Next, do the same exercise but on what has gone right thus far today.

Identify what habit or behavior helped those things go right and what you can do to help those things happen again.

“Reflect on your present blessings, on which every man has many, not on your past misfortunes, of which all men have some.”

- Charles Dickens

FOCUS ON THE POSITIVE

We are often very good at focusing on what is going wrong or what is missing in our life. Flip the perspective and catch yourself (and others!) doing something right!

Your level of happiness will increase, your leadership strengths will shine, and your higher level of gratitude will be contagious.

As you strengthen your leadership this year, choose to reflect, choose to learn, and choose to lead better!

Recharge your leadership with gratitude and you will bring more joy to yourself and to those you lead. Happy 2016!

To assist you with your leadership success and reflection in 2016, we have created a complimentary set of self reflection worksheets for you.