



BUSH  
FOUNDATION

## Leadership Reflection Guide

The Bush Foundation invests in great ideas and the people who power them. We believe that investing in individual leaders is critical to making our region better for everyone. The Bush Fellowship provides resources to help leaders build their skills and networks and expand their thinking in ways that help them drive transformational change in and across communities.

We created this workbook for anyone to reflect on their journey as a leader and to think big about how they want to grow their leadership for greater impact. Whether you consider applying for a Bush Fellowship or not, you can use this workbook as a resource to help you think about your overall leadership goals and vision.

Through the years, Bush Fellows have told us that being able to reflect on these types of questions and their individual leadership journey helped them get clearer about their next steps as leaders.

We provide the Bush Fellowship selection criteria on page 2. This is a helpful reference if you decide to apply. The reflection guide begins on page 3 and references those criteria throughout. Completing this workbook is not required to submit a Bush Fellowship application nor does it guarantee your success.

You are welcome to use this in whatever way is useful to you. Answer as many or as few questions as you want. We share it with you as a tool to explore your story and envision what's possible by growing your leadership capacity, knowledge and network.

## YOUR IMPACT AS A LEADER

**Track record:** You make the most of opportunities and consistently find ways to have more impact. You don't let obstacles get in the way because you are an experienced problem solver, able to get results. You bring a wide range of perspectives to help inform and make decisions.

**Outstanding character:** You are a leader that is admired and respected within your community. You demonstrate integrity and generosity of spirit. You value and demonstrate inclusive and equitable leadership.

**Always learning:** You operate with curiosity. You actively seek new experiences and knowledge to increase your effectiveness. You value multiple perspectives and welcome feedback that challenges your point of view to build broader understanding.

## YOUR VISION FOR GROWTH

**Big ideas for big change:** You dream big about what's possible. You have a vision to create equitable, large-scale change in your community. You are committed to working to benefit people and communities in Minnesota, North Dakota, South Dakota and the 23 Native nations that share that geography.

**Your role in creating change:** You demonstrate the vision and drive to be extraordinary in your leadership. You have a clear understanding of how you will be uniquely positioned to lead your vision for change.

## YOUR PLAN FOR THE FELLOWSHIP

**Trajectory changing:** You clearly identify your leadership goals. You know what experiences you need that will change the trajectory of your leadership and are ready to invest the time and energy it will take to achieve this goal.

**How you will use your Fellowship:** Your plan for the Fellowship pushes your leadership growth in ways that would not be possible without the Fellowship. And think big! You know what you need to have even more impact as a leader. You clearly explain how your plan will help you lead in more equitable and sustainable.

## YOUR IMPACT AS A LEADER

*It can be important to ground yourself in your personal leadership story to understand the impact you have had or want to have. Reflect on what has motivated you to create big changes within your community.*

### What is your leadership story?

*Additional questions to consider:*

Who and what has made you the leader you are today?

How have your identities (we often hold multiple identities) shaped your leadership?

What has been the result of your work so far?

### What have you accomplished through your leadership?

*Additional questions to consider:*

What are you most proud of?

What is different because of what you have done?

What do others think about your leadership? (If you don't know, you should ask people!)

## YOUR VISION FOR GROWTH

*Just as it can be helpful to reflect on what you've accomplished and what it took to get there; it can also be helpful to imagine yourself in the future.*

### How do you see yourself leading in the future?

*Additional questions to consider:*

What could your influence as a leader look like?

What could your leadership mean for your community?

How would you know the impact of your influence and that you are using it in ways that benefit others?

### What is your vision for the change you want to help lead?

*Additional questions to consider:*

How does your vision impact your community?

What would it take for the change you envision to actually happen?

What role would you play in this vision for change?

How will you know when you have achieved your vision?

## YOUR LEADERSHIP PATH FOR CREATING CHANGE

*Think big about what might be possible if you had the time and resources to grow your leadership.*

### What experiences might help you build your knowledge to lead more effectively?

*Additional questions to consider:*

What have you always wanted to learn how to do or do better but never had the time or the resources?

What have leaders you admire done that you think could make you a better leader?

What sorts of skills or education might help you develop your leadership?

What might you learn from other communities doing similar work or creative problem solving?

Who or what might help you continue to develop your leadership story?

### What relationships and connections do you need to build?

*Additional questions to consider:*

Do you need to work with mentors?

Do you need to build a network of thought partners?

Do you need to spend time connecting with your cultural roots?

Do you need to connect with another community that is creatively solving problems or might inspire you in a new way?

## YOUR LEADERSHIP PATH FOR CREATING CHANGE (cont'd)

*Think big about what might be possible if you had the time and resources to grow your leadership.*

**What might be a way of learning that isn't your usual way or pushes your leadership in new ways?**

*Additional questions to consider:*

What barriers exist that make it hard for you to invest in your leadership?

What would happen if you could eliminate those barriers?

**How will you sustain yourself as a leader?**

*Additional questions to consider:*

What will help you build and maintain your mental, physical and emotional wellness?