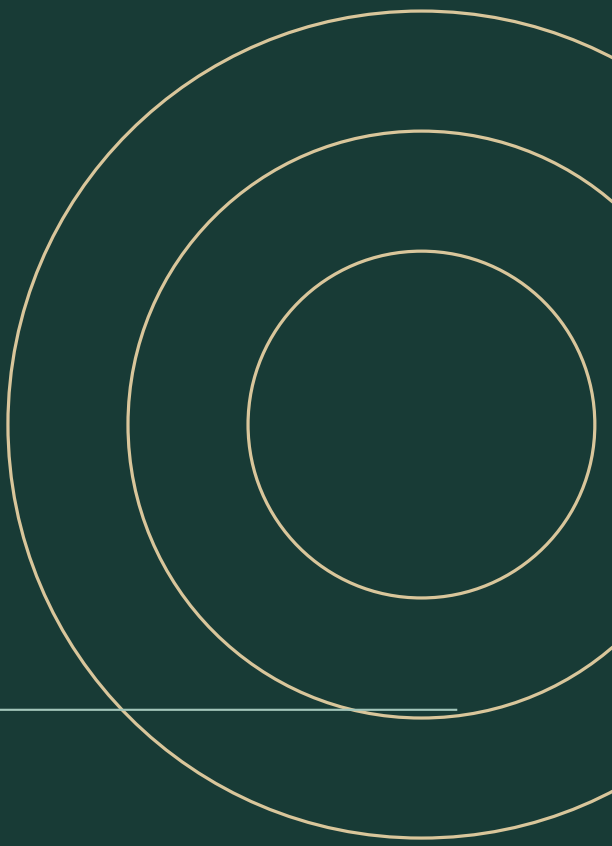
RECOVERY-INFORMED LEADERSHIP

Eight Leadership Models

A printable reflection pack

Eight practical models to help you reflect on how you show up, the influence you have, and the kind of leader you want to become.



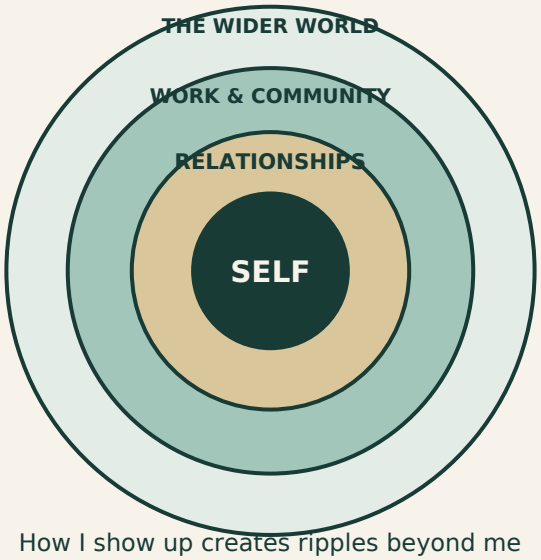
HOW TO USE THIS PACK

Use the pages alongside The Inner Work of Leadership. Print the models you need, write directly on the pages, and return to them whenever you need a reminder. These are reflection tools, not tests. There are no scores and no perfect answers.

PRINTABLE MODEL 01

The Everyday Influence Model

Leadership starts closer to home



How I show up creates ripples beyond me

Reflect on the model

Where do you have influence without a formal title?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

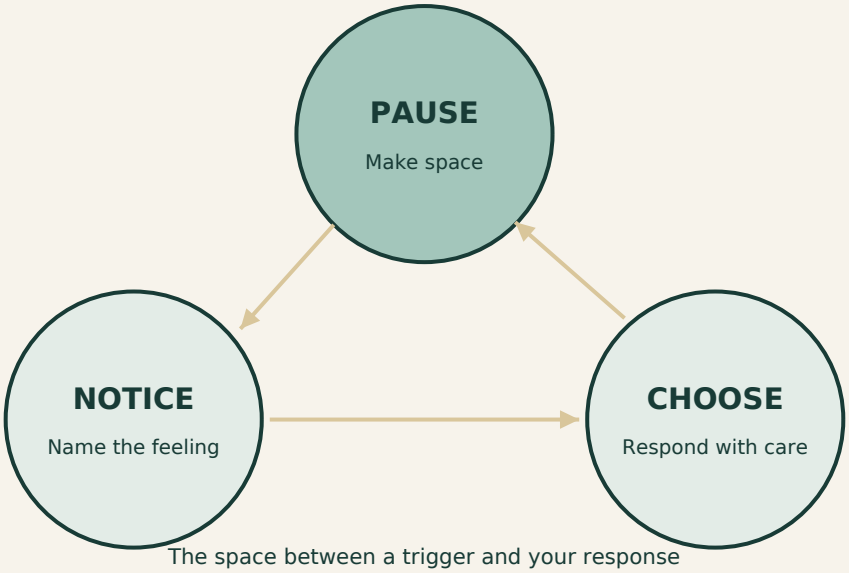
The impact conversation

Choose one trusted person and ask: ‘When do you experience me at my best? And is there one thing I do that makes things harder?’ Your job is only to listen. Don't argue, explain or ask them to soften the answer. Afterwards, write down what surprised you and one thing you might change.

PRINTABLE MODEL 02

The Pause–Notice–Choose Model

Learning to look inward



The space between a trigger and your response

Reflect on the model

Think of a recent moment you reacted rather than responded. What happened?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

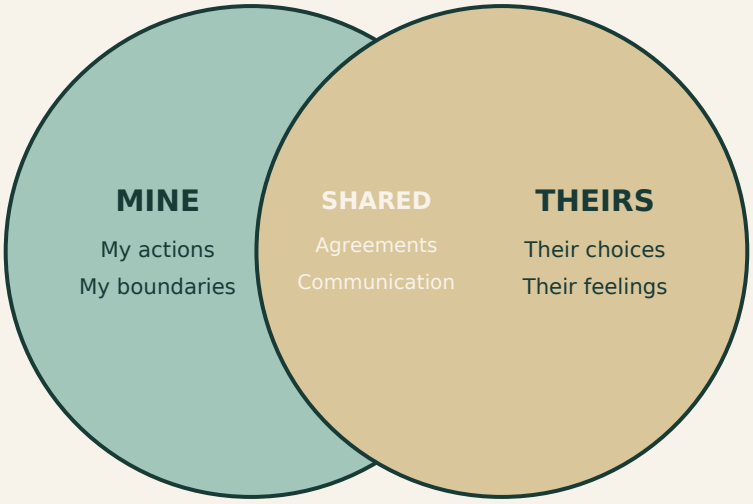
Follow the pattern

Over seven days, record three moments when you feel triggered or defensive. For each, write: what happened, what you told yourself, what you felt in your body, what you did and what you needed. Look for a repeated story. What might you try next time?

PRINTABLE MODEL 03

The Ownership Boundary

Owning what is ours



Ownership without carrying everything

Reflect on the model

What have you been blaming on someone else that might include a part you can own?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

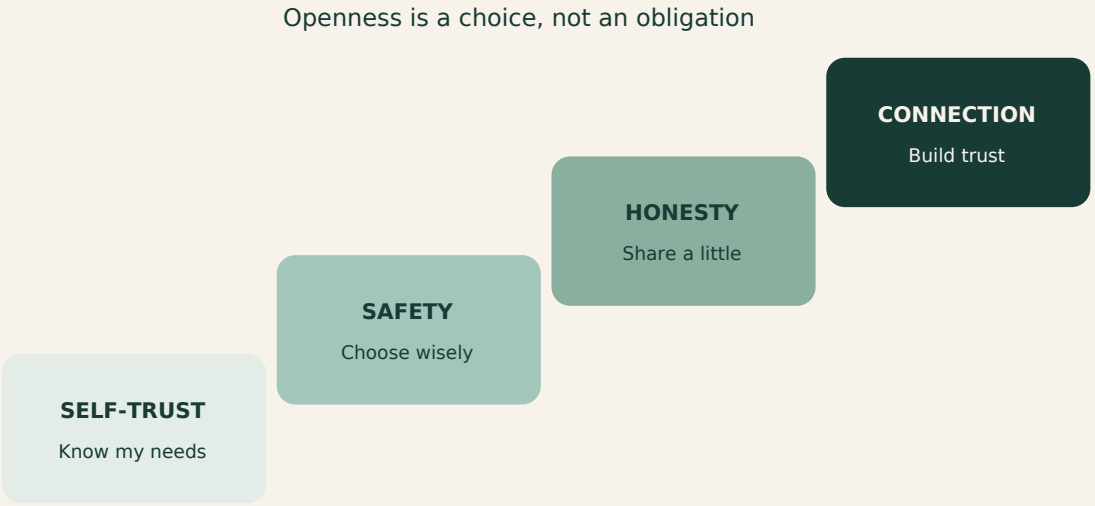
Write an ownership statement

Choose one unresolved situation. Draw three columns: Mine to own / Mine to influence / Not mine to carry. Fill them in as fairly as you can. Then write two sentences: ‘I take responsibility for…’ and ‘I will no longer take responsibility for…’. Notice whether both sentences feel equally possible.

PRINTABLE MODEL 04

The Trust and Vulnerability Ladder

The courage to be seen



Reflect on the model

Where do you pretend to be fine when you are not?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

Practise one honest sentence

Choose someone safe. Share one truth you've been minimising, using a sentence such as ‘I don't need you to fix this, but I want to be honest about…’. Afterwards, reflect on what you expected, what actually happened and what you learned about trust.

PRINTABLE MODEL 05

The Energy and Values Filter

Protecting what matters



YES · NO · NOT NOW

Reflect on the model

What commitment currently feels out of alignment with your values?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

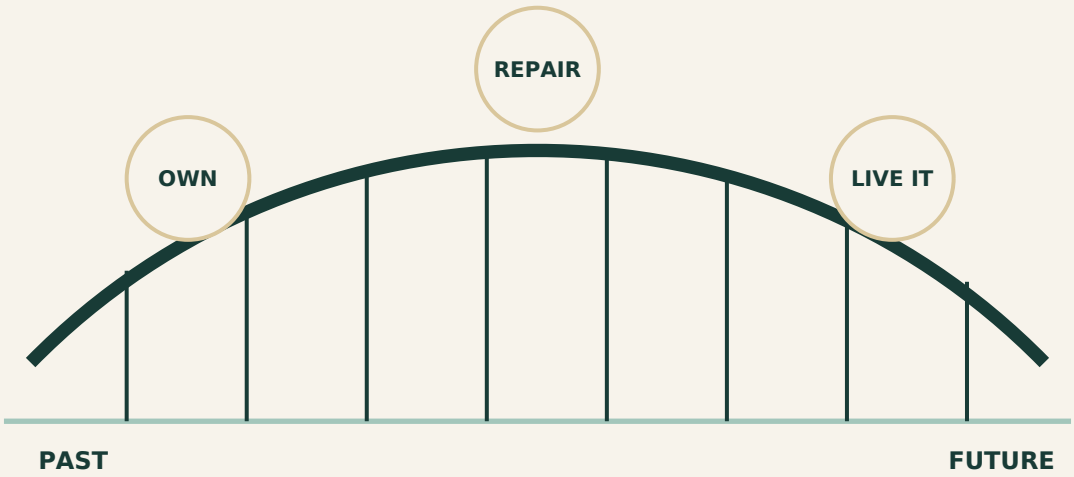
The seven-day energy audit

For a week, jot down moments that leave you energised, depleted or unsettled. Include emotional labour and unfinished conversations, not just activities. Identify one obligation to renegotiate and one nourishing practice to protect. Try one small boundary and note what happened.

PRINTABLE MODEL 06

The Living Amends Path

When sorry becomes change



Changed behaviour is the bridge

Reflect on the model

Is there a pattern you regret, even if you cannot put every past moment right?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

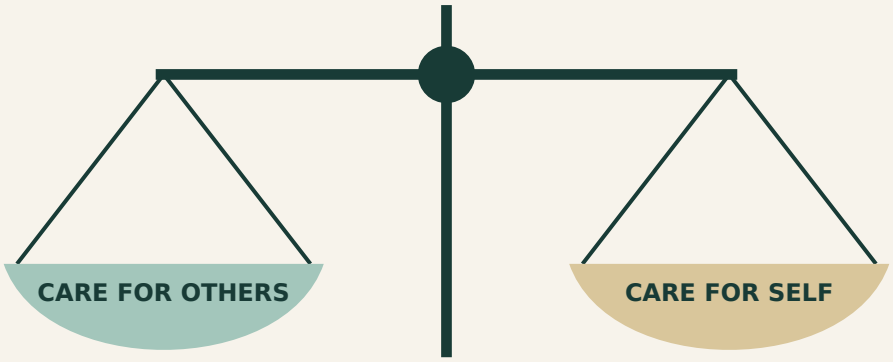
Design a living amends

Choose a past behaviour you want to leave behind. Write what happened, what you can genuinely own and what harm may have been caused. Then design a four-week ‘living amends’: two observable actions that show change. Do not contact anyone as part of this exercise unless doing so is safe, welcome and appropriate.

PRINTABLE MODEL 07

The Service–Self-Respect Balance

Serving without disappearing



Sustainable service needs both

Reflect on the model

When does helping feel meaningful, and when does it leave you resentful?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

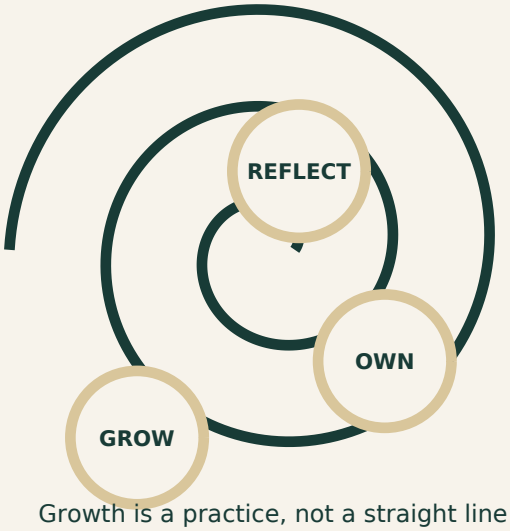
The helpfulness experiment

Identify one recurring situation where you automatically step in. Before acting, ask: ‘Was I asked? Do I have capacity? Will my help support their agency?’ Experiment with asking ‘What would be most useful?’ instead of taking over. Record what changes for both of you.

PRINTABLE MODEL 08

The Reflect–Own–Grow Practice

Becoming someone you can trust



Growth is a practice, not a straight line

Reflect on the model

What have you learned about yourself while completing this workbook?

Make it yours: where do you see yourself in this picture?

OPTIONAL GO DEEPER

Your 30-day living practice

Choose one pattern to work on for the next 30 days. Write a clear commitment: ‘When [situation] happens, I will [different action].’ Once a week, use Reflect–Own–Grow to review a real example. Ask one trusted person for feedback at the end of the month. Notice effort, impact and what still needs practice.

YOUR PERSONAL PRACTICE

Reflect → Own → Grow

A model only matters if it helps you live differently. Choose one diagram and return to it after a real-life moment this week.

What did I notice?

What was mine to own?

What will I try differently?