



The LEADERS LYCEUM
GROWTH GAP TOOL

*identifying the gap between
who you are and
who you want to be*

1 My #1 Complaint is... _____

My complaint reveals what really matters to me.



2 I value, or care about...

3 What I could do, that I am not currently doing, to more fully realize these **Section 2** Values is...



4 What I worry, fear, or resist most about taking this kind of **Section 3** Responsibility is...

_____ ;
and the big, bad version of these worries, fears, or resistance is...



5 In order to protect myself from the downside of these **Section 4** Challenges, what I tend to do is... _____

These behaviors show me that I may also value or be committed to...



Adapted from Kegan & Lahey (2001). *How the way we talk can change the way we work.* Jossey-Bass

GO Statement:

Write a GO Statement that reconciles the tension between Sections 2 and 5 on the Growth Gap Tool.

- ✓ Forward looking ✓ Direction setting ✓ Aspirational

Over the next year, I want to be better at (insert Bigger Me values) _____

_____ ,

and not be held in place by (insert Smaller Me values) _____

_____ .

Small Steps:

Come up with 2 steps you can take in the next 7-14 days to give you insight into the tension identified in your GO Statement. The steps should be:

- ✓ Specific (observable, tangible) ✓ Measurable (check it off—yes or no)
✓ Safe (yet tests Section 4 fears on the GGT) ✓ Aligned (aimed at your GO Statement)

1. Current/upcoming WORK challenge: _____

A Small Step I can take: _____

Due Date: _____

2. Current/upcoming HOME challenge: _____

A Small Step I can take: _____

Due Date: _____