

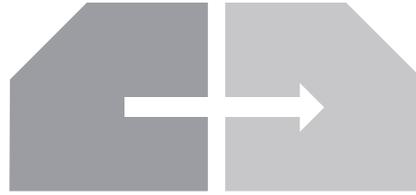


Executive Self-Reflection Questions

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Executive Self-Reflection Questions



When an executive has made the decision to depart, the following questions are important for them to think through. The questions and answers will help the executive understand the scope of change and be better prepared for the ups and downs of this major life transition. A life coach, reading William Bridges' *Managing Transitions* and/or talking with someone who has successfully gone through this process can help promote a successful transition for the departing executive and organization.

Professionally

1. Why do I want to make this move?
2. What are the benefits for me in making this move? For the organization? For the community?
3. What are the downsides for me in making this move? For the organization? For the community?
4. What can I do to address the downsides so they don't become barriers to the organization's future sustainability and success?
5. How do I see my connection with the organization and successor? What do I need? Is it realistic? How can I get it?
6. How can I help the new executive be successful? How can I help the board and other key stakeholders?

Personally

1. What do I plan to do when I leave this executive role at (organization)?
2. How is my identity defined by this role as an executive (and founder) of this organization?
3. How do I envision the next phase of my life? What goals do I have in these areas? What barriers might exist that I need to be prepared for?
 - a. Social _____
 - b. Relationships _____
 - c. Use of leisure time _____
 - d. Health _____
 - e. Travel _____
 - f. Living location _____
 - g. Spiritual _____
 - h. Financially _____
 - i. Community involvement _____