



# Authoring Your Leadership: Your Spheres Of Influence

*What would shift if you stopped spending your best leadership energy  
on things you were never meant to own?*

# Authoring Your Leadership

## *Your Spheres of Influence*

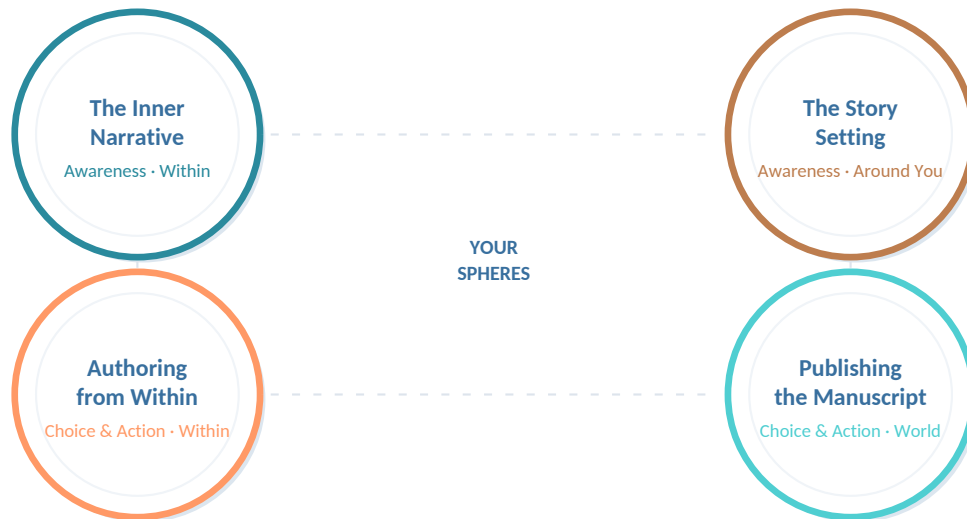
### BEFORE YOU BEGIN

As a leader, your energy is one of your most valuable resources. Yet much of it can quietly drain toward things that were never yours to own — what others think, what leadership above you decides, how the organization runs. This tool helps you map your actual spheres of influence: the inner and outer landscape of what you can be aware of, and what you can choose and act on. When you know what's yours, you can stop spending energy on what isn't — and start authoring with intention.

### PHASE ONE

## Explore Your Spheres

*Read through each sphere carefully. Notice what lives inside each one before you begin mapping.*



## The Inner Narrative

Awareness · Within

*What you can notice and work with inside yourself*

### Thoughts

Recurring mental patterns shaping what you expect, fear, and believe is possible.

### Beliefs

Invisible scripts formed over time through experience and the voices of others.

### Self-talk

The inner voice narrating your performance as a leader.

### Emotions

Feelings that arise in leadership moments — always informative when noticed.

### Identity

The story you carry about who you are as a leader.

## The Story Setting

Awareness · Around You

*What you can read and understand in your environment*

### Org. Culture

The unwritten rules — what's rewarded, avoided, and expected without being said.

### Relationships

The people you lead, work alongside, and report to.

### Power Dynamics

Who holds influence and where it creates possibility or constraint for you.

### Opportunities

Open doors and possibilities available within your current context.

### Constraints

Real limitations — distinct from limitations you may have assumed.

## Authoring from Within

Choice & Action · Within

*What you can intentionally cultivate inside yourself*

### Attention

What you consciously choose to focus on — a powerful act of authorship.

### Interpretation

The meaning you assign to events — available to be examined and reframed.

### Response

How you act after a thought or feeling arises — where your authorship lives.

### Values

The principles you consciously orient your leadership toward.

### Practice

Habits and disciplines that shape who you're becoming as a leader.

## Publishing the Manuscript

Choice & Action · In the World

*What you can decide, do, and contribute visibly*

### Decisions

Choices that shape outcomes — including acting when waiting feels easier.

### Conversations

Interactions you initiate deliberately to move things forward.

### Boundaries

What you say yes and no to — signals of what you stand for.

### Contributions

The value you bring that only you can offer in the way you offer it.

### Presence

How you show up consistently — the energy and intention you bring.

PHASE TWO

## Map Your Spheres

Now look honestly at where your attention and energy actually go. Work through each sphere and respond to the prompts as truthfully as you can.

### The Inner Narrative

Awareness · Within

*When someone questions your leadership, where does your mind spend the most time?*

YOUR REFLECTION

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*When you receive feedback — wanted or not — what story do you find yourself telling about it?*

YOUR REFLECTION

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*When you think about your role as a leader, what feeling comes up most consistently?*

YOUR REFLECTION

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*What does your inner voice say most often when things don't go the way you expected?*

YOUR REFLECTION

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## The Story Setting

Awareness · Around You

*When you think about your leadership environment, what do you notice first — what's working or what isn't?*

YOUR REFLECTION

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*When a decision comes down from above that you don't agree with, where does your energy go?*

YOUR REFLECTION

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*When you think about the leaders above you, what occupies your thinking most — what they do well or what they don't?*

YOUR REFLECTION

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*When you look at how your organization operates, what takes up the most mental real estate?*

YOUR REFLECTION

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## Authoring from Within

Choice & Action · Within

*When something happens that you don't like or agree with, how much time do you spend on what you can't change versus what you can?*

YOUR REFLECTION

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*When you notice a pattern in yourself that isn't serving you, what do you typically do with that awareness?*

YOUR REFLECTION

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*In a typical week, how much of your energy goes toward things within your influence versus things outside of it?*

YOUR REFLECTION

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*When double standards exist in your environment, where does your focus tend to land?*

YOUR REFLECTION

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## Publishing the Manuscript

Choice & Action · In the World

*In the last month, what decisions did you make that were fully yours to make — and did you make them?*

YOUR REFLECTION

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*What conversations have you been avoiding that are actually yours to initiate?*

YOUR REFLECTION

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*Where have you been waiting for conditions to be different before you act?*

YOUR REFLECTION

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*What contribution have you been holding back — and what's been holding it back?*

YOUR REFLECTION

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## The Conscious Choice

### A WORD FROM YOUR COACH

Here's what I want you to notice. You just mapped four spheres of your leadership — and somewhere in that mapping, you likely felt the pull toward what others are doing, what the organization isn't doing, what leaders above you should or shouldn't be doing. That pull is real. And it makes sense. Those things affect you.

But here's what I know from working with leaders like you. The ones who move forward — who actually author the leadership they want — are not the ones who have perfect conditions. They're the ones who stopped giving their best energy to what was never theirs to own.

You have a sphere. Actually, you have four. And everything in them is yours — to be aware of, to work with, to choose from, to act on.

That's not a small thing. That's your authorship.

**Now the question is — what will you do with it?**

**THE REDIRECT**

Looking at everything you've mapped, where have you been spending energy on things that don't belong to you — and what has that been costing you?

YOUR REFLECTION

Reflection area for 'THE REDIRECT' with five horizontal lines.

**THE COMMITMENT**

What will you choose to focus on instead — and what becomes possible in your leadership when you do?

YOUR REFLECTION

Reflection area for 'THE COMMITMENT' with five horizontal lines.