KILN GLOBAL
EXECUTIVE JUDGMENT UNDER PRESSURE

The Ascension Vantage Point™

RETAIN YOUR STANDARDS. LEAD FROM THE PERSON YOU'VE BECOME.

Use this reflection when your responsibilities expand, familiar habits get in your way, or people you trust see readiness you struggle to acknowledge. Start with the evidence.

Name: _____ Date: _____

V — VANTAGE POINT

WHAT CAN I SEE FROM HERE?

Name the responsibility or opportunity in front of you. Consider what you can see now that you couldn't see before, and what responsibility comes with seeing it.

The responsibility or opportunity I'm examining

My results and trusted feedback show I'm ready to

What I can see now, and the responsibility it creates

1 — STANDARDS

RETAIN

What must remain true about who I am as my power grows?
Return to your standards. Fewer people may feel comfortable questioning you now. Plan how you'll keep hearing what you need to hear.

The standard or commitment I'll protect under pressure

Who will challenge me, and how I'll make room for their candor

My Retain commitment and what keeping it will require

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Your experience has prepared you to contribute more. Identify what needs to grow and which part of your current approach needs to change.

2

GREATER SCALE

EXPAND

What must grow so I can lead at greater scale?
Consider your understanding of the whole business, relationships beyond your function, and ability to develop other leaders. Own the strengths you're ready to use more fully.

What I need to learn or strengthen for this responsibility

A proven strength I'm ready to contribute more fully now

My Expand commitment and how I'll put it into practice

3

LEADERSHIP BEHAVIOR

CHANGE

What about my current approach will limit my effectiveness?
Choose a behavior someone who works with you could observe. You might offer a clear recommendation sooner or help someone make a decision you usually make yourself.

The behavior I need to change and the cost of continuing it

What I'll do differently in a specific situation

My Change commitment and what others will see me do

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Changing a behavior and releasing what drives it require separate attention. Complete your reflection, then choose one commitment to act on within seven days.

4

IDENTITY AND CONTROL

RELEASE

What am I carrying that no longer serves the leader I've become?
Consider an outdated view of yourself, the need for every answer, or work you keep because doing it well reassures you. Ask what you gain by holding on and what it keeps you from doing.

What I need to release, and what holding on gives me

What holding on prevents me or others from doing

My Release commitment and how I'll respond when the pull returns

A

ACCOUNTABILITY

PUT YOUR ASCENSION REFLECTION TO WORK

You now have one commitment for each area. Choose one to act on within seven days. Share it with an Accountability Buddy who knows your work and will challenge you.

The commitment I'll act on and my first observable action

I will act by: _____
My Accountability Buddy: _____
We will review what happened on: _____

At review: What did I do, what did I learn, and what will I do next?

How much evidence do you need before you recognize who you've become?

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