

THE LEADERSHIP VALUES REFLECTION GUIDE

Clarify what you stand for.
Lead with greater intention.

**REFILOE
MOKGALAKA**

Building environments
where people thrive

Welcome, Leader!



Great leadership isn't about having all the answers—it's about being grounded in what truly matters to you.

In my work with executives and emerging leaders, I've seen one truth consistently: The most impactful leaders are those who lead from their values, not just their strategies.

When you're clear on your core values, everything changes.
Your decisions become faster and more confident.
Your team trusts you more deeply.
Your presence becomes magnetic rather than manufactured.

This guide will help you uncover and articulate the values that drive your leadership—so you can align your actions with what truly matters and create the kind of environment where both you and your people thrive.

Take your time with this.
Your future leadership self will thank you.

R/Mohgalaha...

Guided Reflection Prompts

Before We Define, Let's Reflect

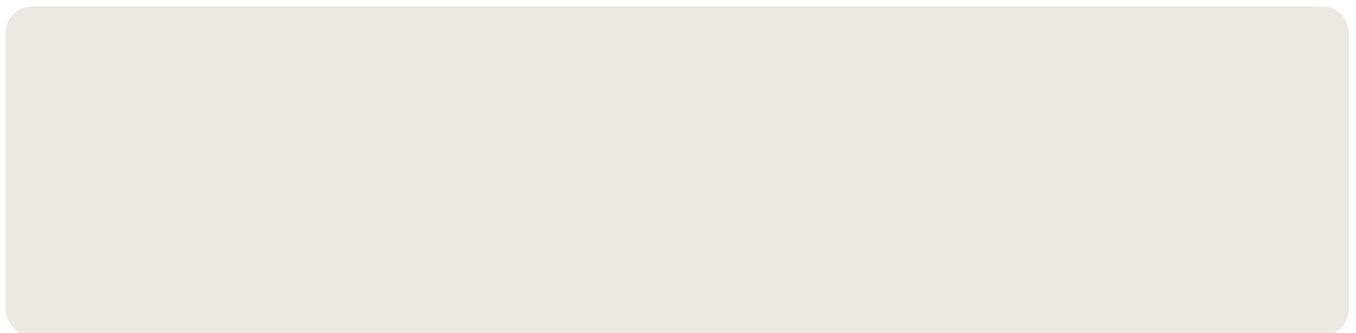
Instructions:

Find a quiet space. Read each question slowly. Write what comes up honestly—no editing, no judgment. Your first instincts often hold the most truth.

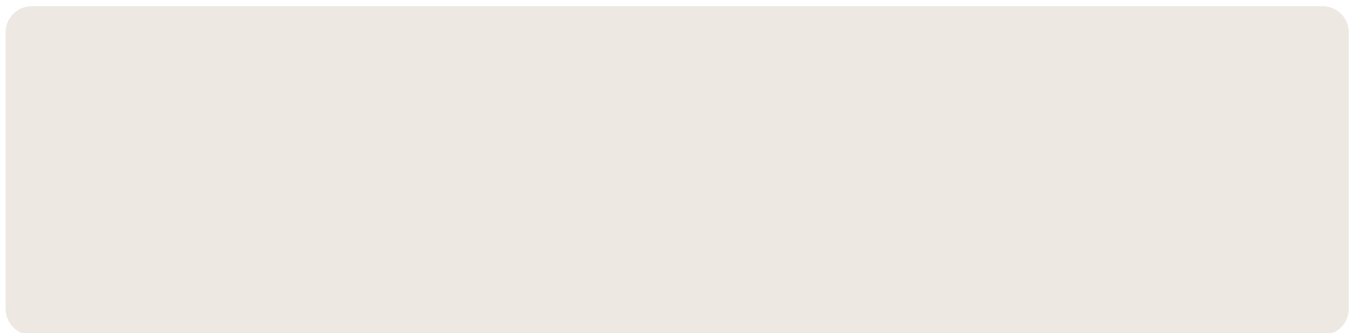
Reflection Questions:

1. Leadership Heroes

Who are 3 leaders you genuinely admire (they can be famous, personal mentors, or people in your life)?

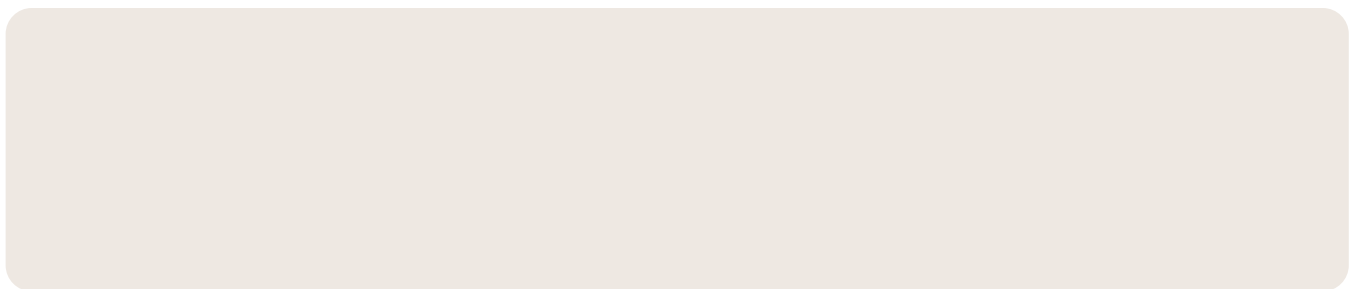


What specifically do they stand for that draws you to them?

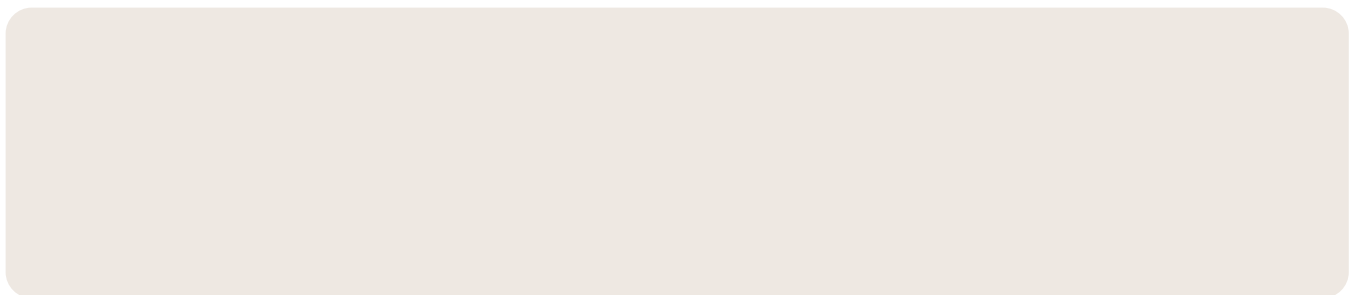


2. Your Proudest Leadership Moment

Describe a time when you felt most proud of a leadership decision you made.



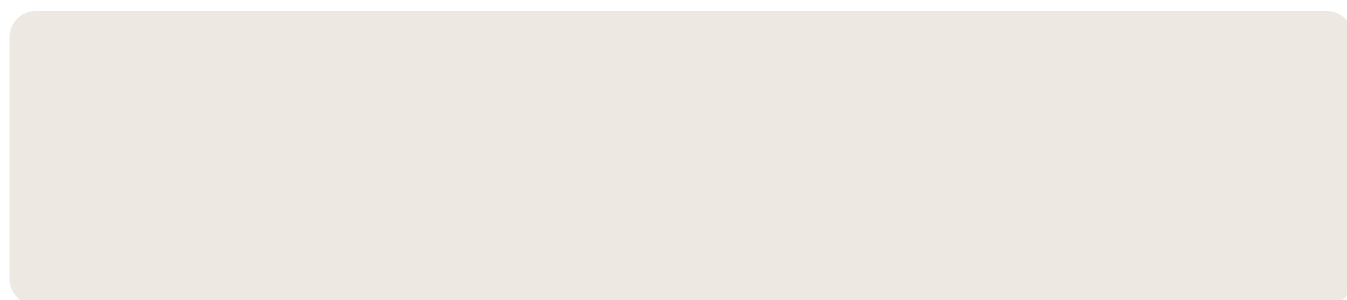
What values were you honoring in that moment?



3. Your Non-Negotiables

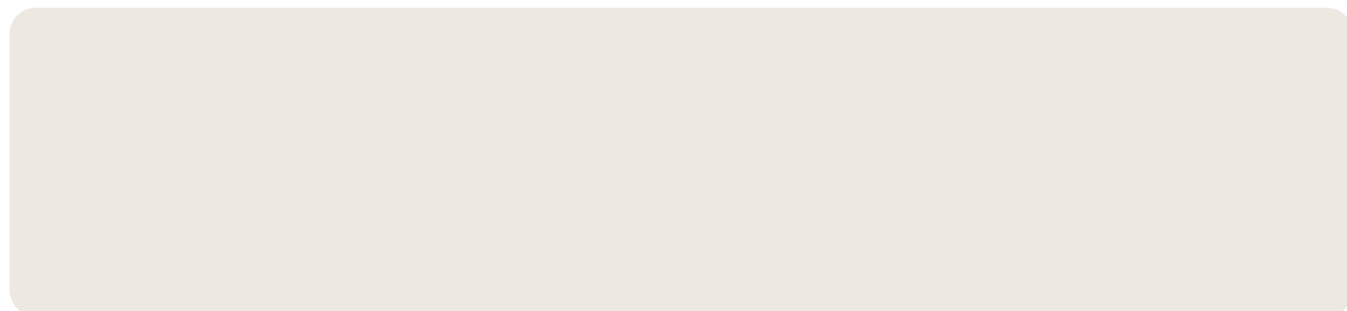
Complete this sentence: "I will never compromise on _____ as a leader."

What would make you walk away from a role or opportunity?

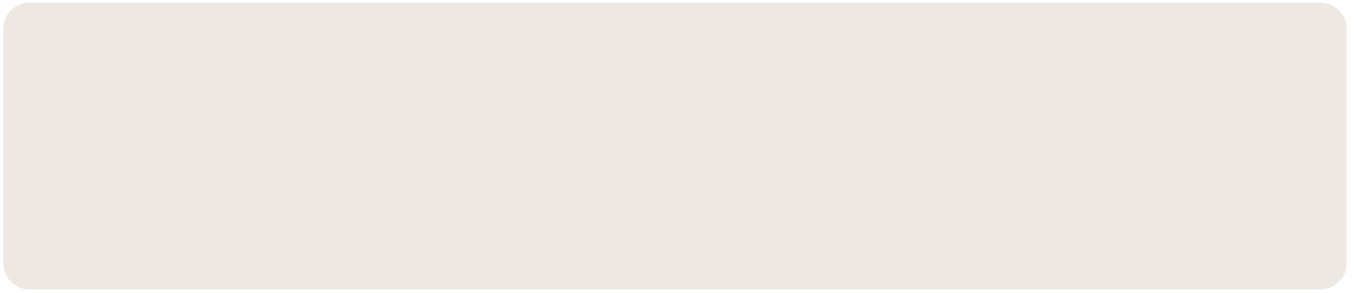


4. What Breaks Your Heart

What leadership behaviors or workplace cultures genuinely upset you?

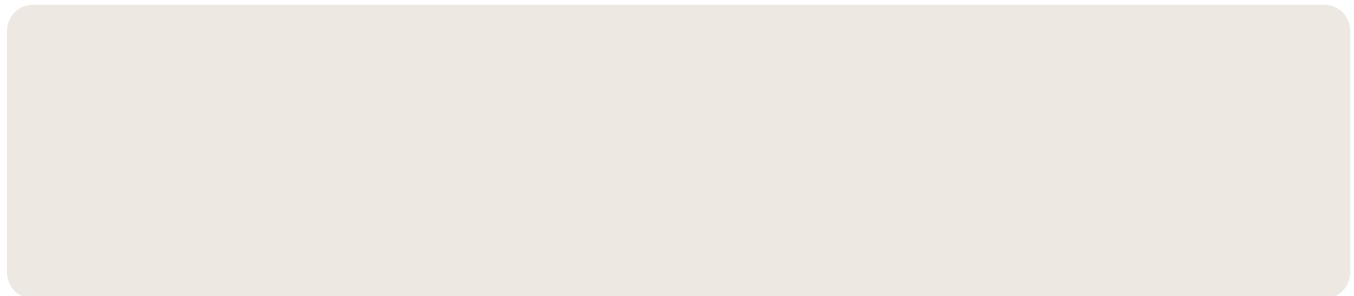


What do you wish you could change about leadership in your industry?

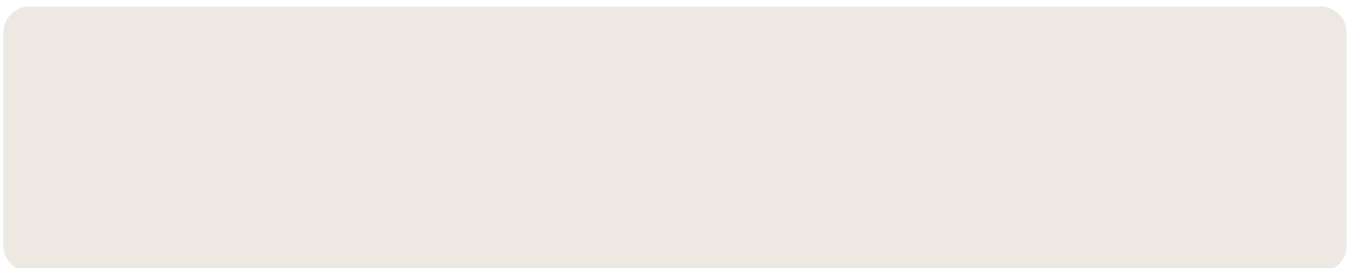


5. Your Natural Leadership Style

When you're at your best as a leader, how do people experience you?



What do people consistently come to you for?



Define Your Core Values

From Reflection to Clarity

Step 1: Initial Selection

From the list below, circle or highlight 8–10 values that immediately resonate with you:

Authenticity | Innovation | Integrity | Courage | Compassion |
Excellence | Growth | Collaboration | Accountability | Respect |
Transparency | Empowerment | Justice | Creativity | Service
Balance | Vision | Humility | Resilience | Connection
Freedom | Learning | Impact | Trust | Purpose
Quality | Diversity | Stability | Adventure | Wisdom

Step 2: Narrow to Your Top 5

From your initial selection, choose your 5 most essential values—the ones you couldn't lead without.

Step 3: Define Each Value

For each of your top 5 values, complete this framework:

Value: _____

- What it means to me:
- How I demonstrate it:
- What happens when it's violated:
- How my team experiences this value:

Your Leadership Values Manifesto

Making It Official

Use this template to craft your personal Leadership Values Manifesto:

My Leadership Values Manifesto

As a leader, I choose to embody [insert your 5 core values].

I lead with _____, and I create environments where _____.

My team can count on me to _____.

I hold myself accountable to this standard: _____.

When faced with difficult decisions, I will ask myself:

_____.

I commit to reviewing and living by these values because

_____.

Signed: _____

Date: _____

What's Next?

Ready to Align Your Leadership with Your Strategy?

Congratulations! You've just completed something most leaders never do—you've gotten crystal clear on what you stand for.

But clarity is just the beginning. The real magic happens when you consistently align your daily leadership actions with these values.

Subscribe to Grow, Lead and Thrive

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 **Connect with me:**

www.refiloemokgalaka.com

Remember: Great leaders aren't born—they're intentionally developed. Your values are your compass. Trust them.

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Thank you!



Your commitment to values-driven leadership is already setting you apart. I'm genuinely excited that you've taken this important step toward leading with greater intention and clarity.

The fact that you prioritize understanding your core values tells me everything I need to know about the kind of leader you are—and the kind of leader you're becoming.

Thank you for trusting me with your leadership journey. I can't wait to see the impact you create.

With Gratitude

R. Mohyalaha...