

## CONNECTION PIVOT | TRANSFORMING ROLE TO REAL

**ACTIVITY TITLE:** Transforming from Role to Real

**OBJECTIVE:** To help leaders identify where transactional dynamics are shaping their relationships and explore how vulnerability, care, and belonging can transform their leadership into something deeper, more human, and more powerful.

### Instructions:

Find a quiet place. Set aside 20–30 minutes to complete this reflection without distraction. Use a journal or digital notes to capture your thoughts.

### Scenario:

Imagine you've just wrapped another team meeting. The agenda was tight. The time flew. Everyone delivered their updates and moved on to the next call.

You realize you've had a dozen conversations today, but none of them touched the person behind the task. You know your team by what they do, but do you really know who they are?

Now imagine this: At the next team meeting, instead of jumping into project milestones, you begin by asking each person how they're really doing. Someone shares they're caring for an aging parent. Another just dropped their kid off at college. Someone else says they're feeling burnt out.

The atmosphere shifts. People lean in. Something real begins to emerge. Not weakness; **connection**. Not oversharing; **belonging**.

This is the beginning of transformation.



## Reflection Prompts:

### 1. The Current State

- When do I find myself defaulting to a transactional leadership approach?
- How often do my interactions focus only on roles, outcomes, or performance?

### 2. The Cost

- What has this cost me in terms of trust, team engagement, or culture?
- What's one relationship at work that feels more like an exchange than a connection?

### 3. The Pivot

- What would it look like to lead with care instead of control in that relationship?
- What's one thing I could share about myself that models vulnerability and builds trust?

### 4. The Becoming

- Who have I been in relationships at work and what has it cost me?
- Who do I need to become to lead in a way that affirms humanity, not just output?

## Commitment Statement:

Finish this sentence and write it somewhere visible this week:

**"I will trade performance for presence by..."**

(e.g., checking in before checking tasks, listening longer, or risking vulnerability.)

## Optional Integration Activity:

Share your responses with a trusted colleague or friend. Ask how they would use their knowledge of you to answer these questions. Share your commitment statement and ask for accountability in achieving it. This could be a monthly activity to build on your other mirror work questions.