



Reboot

**LEADERSHIP AND
THE ART OF GROWING UP**

JERRY COLONNA



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1. How did my relationship to money first get formed and how does it influence the way I work as an adult? What was the belief system around money and work that I grew up with? (Chapter 1.)
2. How can I lead with the dignity, courage, and grace that are my birthright? How can I use even the loss of status and the challenge to my self-esteem that are inherent in leadership to grow into the adult I want to be in the world? (Chapter 2.)
3. In what ways have I depleted myself, run myself into the ground? Where am I running from and where to? Why have I allowed myself to be so exhausted? (Chapter 3.)
4. Who is the person I've been all my life? What can that person teach me about becoming the leader I want to be? What was the story my family told about being real, being vulnerable, being true? (Chapter 4.)
5. Why do I struggle so much with the folks in my life? Why are relationships so difficult? What am I not saying to my co-founder, my colleagues, my family members, my life partner that needs to be said? (Chapter 5.)

6. What's my purpose? Why does it feel I'm lost while I struggle to move forward? How do I grow, transform, and find meaning? (Chapter 6.)
7. How has who I am shaped the ways I lead others and myself? What are the unconscious patterns of my character structure that are showing up in my organizations? (Chapter 7.)
8. How might I survive my life of heartbreak? How might I live in peace? (Chapter 8.)
9. What kind of leader and adult am I? What is enough? How will I know when my job is done? (Chapter 9.)

Journaling Invitations



How did my relationship to money first get formed?

How did that relationship shape the work I've chosen
and my definitions of success and failure?

How does it shape my view of the quality
of others' work and contributions?

What was the belief system around money
and work that I grew up with?

How does that impact my view of my own worthiness?

Journaling Invitations



How can I lead with the dignity, courage,
and grace that are my birthright?

How can I use even the loss of status and the
challenge to my self-esteem inherent in leadership
to grow into the adult I want to be in the world?

At the end of my tenure in my current position,
what would I like to feel about myself?

Journaling Invitations



In what ways do I deplete myself and
run myself into the ground?

Where am I running from and where to?

Why have I allowed myself to be so exhausted?

Journaling Invitations



Who is the person I've been all my life?

What can that person teach me about
becoming the leader I want to be?

What was the story my family told about being
real, being vulnerable, being true?

What do I believe about vulnerability
and how might that serve me?

Radical self-inquiry is the path to seeing habits and patterns. Questions that drive us toward that insight are endlessly helpful:

- “What parts of me are being projected onto the other person?”
- “How do I reclaim those parts of me?”
- “What do my reactions say about me?”
- “Why do I do what I do?”
- “Why do they do what they do?”
- “What need for love, safety, or belonging might they be trying to meet with their *irrational* behavior?”

Journaling Invitations



Why do I struggle with the folks in my life?

Why are relationships so difficult?

What am I not saying to my co-founder, my colleagues, my
family members, my life partner that needs to be said?

What's being said to me that I'm not hearing?

Journaling Invitations



What's my purpose?

Why do I feel lost while I struggle to move forward?

How do I grow, transform, and build a life of meaning?

Journaling Invitations



How has who I am shaped the ways I lead others and myself?

Which of my unconscious patterns might
be showing up in my organization?

How have those patterns benefited my organization?

How might they be holding it back?

Journaling Invitations



How has my heart been broken?

What have I learned about myself as a
result of that heart being broken?

In what ways do I embody resiliency?

What does a life of peace and equanimity feel like?

This being fierce with the reality of what is requires the bravery to ask of oneself three challenging and yet powerfully liberating questions:

- What am I not saying that needs to be said?
- What am I saying (in words or deeds) that's not being heard?
- What's being said that I'm not hearing?

FINDING YOUR WAY

“I came to explore the wreck,” wrote poet Adrienne Rich in *Diving into the Wreck*, “not the story of the wreck / the thing itself and not the myth.”

We dive into the wreck, make our way to the back of the cave, to retrieve the treasure. We use our words, as Rich says, as maps to our purpose. Our radically inquisitive questions are spades. A leader’s work, now and forever, is to turn the muck of the ocean bottom and find the way.

Dr. Sayres’s questions gave me courage while honoring my cowardice, mapping my purpose and my way. Here are your spades, questions to ask yourself so that you might reboot your leadership and move forward on your journey of growing up.

- How would I act were I to remember who I am?
- What choices would I make, what actions would I take, if I regularly said the things that needed to be said?
- Who would I become were I to be fully, completely, and wholly heard?
- What is it that I wish the people in my life understood about me?
- Who would I be without the myths I’ve told about myself; the stories that took hold when I was yearning to feel love, safety, and belonging?

First, having turned that muck, we then create the embodiment of our wishes and dreams: our organizations, our communities, our society. So often I'm called in to help lead conversations about mission, value, and purpose. When, really, the only questions that matter are those that tell us who we are and wish to be.

- How would our organization respond were we to hear all the things that are being said, regardless if they are being said with words or deeds?
- What does it mean to be a leader at our organization?
- What does it mean to be grown, a fully actualized adult?
- How would we feel if our children were to work for the company we've created or the team we lead?
- How has the unsorted baggage of what has happened to us shaped who we are as leaders?
- When our employees and colleagues leave our sides and our company, what do we want them to say about our time together?
- What do we believe to be true about the world?
- What do we, as a community of people working toward a common goal, believe the world needs?

Journaling Invitations



How will I know my work is done?
