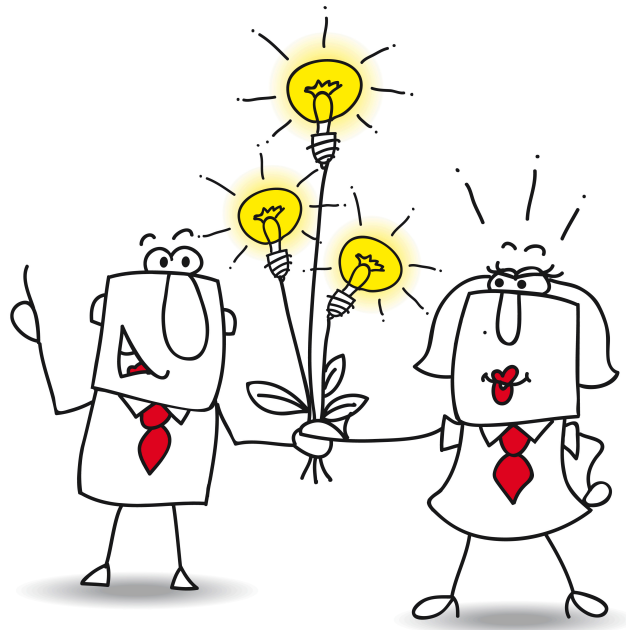




# PERSONAL PERCOLATE



*audacity*

noun: willingness to take bold risks

---

Personal reflection and activity sheets that help you design a leadership experience that is bold, courageous and impactful.



**“Follow effective action with quiet reflection. From the quiet reflection, will come even more effective action.”**

Peter Drucker

## **Your Personal Percolate – *for coffee-break size reflection***

Even if coffee isn't your thing. Making time to reflect on your work, your life and your learning is one of the most important things a leader can do.

Even if you hate doing it, and struggle to make the time.

Here's an article that explains the benefits and how to go about it, if you don't know how to reflect well.

<https://hbr.org/2017/03/why-you-should-make-time-for-self-reflection-even-if-you-hate-doing-it>

This LX Personal Percolate is designed to start on a Monday and run for seven working days. You'll take 15 minutes each day, to do one exercise that will guide you through quiet reflection and planning.

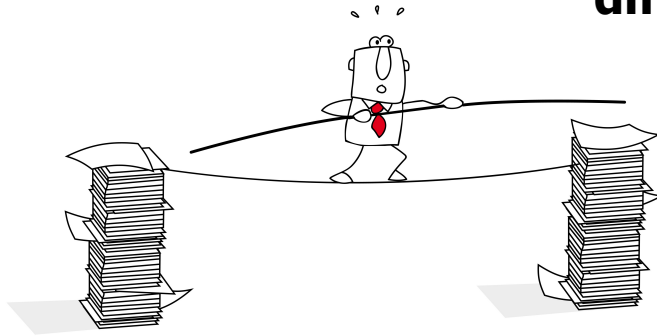
The perfect amount for you to sit back, relax and enjoy your favourite brew.

If you haven't already, you'll find it helpful to download your LX Audacity Toolkit from here:

[www.julietreanor.com/audacity](http://www.julietreanor.com/audacity).

For more information or if you have any questions email [julie@julietreanor.com](mailto:julie@julietreanor.com)

## Being audacious means something different to every person



### PERCOLATE 1

Review the slide-deck in your LX toolkit.

When you've finished, take 10 minutes and write down all the key lessons you learned about audacity and leadership.

#### What stands out as important to you?

*One way to do this kind of personal percolation is to grab a pen and notebook and turn to a new page, or, if you're e-minded, open an empty document, and start writing/typing. Don't think too hard about what you are writing. Just let the thoughts flow.*

This kind of reflective writing can read like a list, a few sentences or one long paragraph. The point is not to craft a piece of work to be read by anyone else but allow the creative juices to flow and get your thoughts out of your head by writing them down.

**Set a timer for 10 minutes.** And, only write for 10 minutes. No more. No less. If you find yourself running out of thoughts, just pause and let the thoughts come out in an unhurried way.

Then, review what you've written underlining or highlighting the key topics.

Finally, summarise those topics into a simple message about what being audacious means to you.

If it helps, use the following sentence as a prompt.

**Being audacious to me means.....**

---

---

## What audacity inspires you? Who do you admire for their audacity?



### PERCOLATE 2

For Percolate 2 you'll start with the sentence that you created at the end of Percolate 1. It may have started: **Being audacious to me means.....**

You're going to use that sentence as a spring board for you to look for some audacious inspirations elsewhere.

During the LX design session, you came up with a plethora of people, projects and ideas that you admired for their audacity. We're going to run that exercise again but this time you're going to think about audacious role models that inspire your own sense of audacity.

For example, one perspective of audacity is being different, especially to create something that has simplicity. It may not be an invention but shows audacity because it cuts through complexity making it simple and very different. So, if simplicity and difference were the characteristics of audacity that are important to you, you'd think about who or what inspires you in this way.

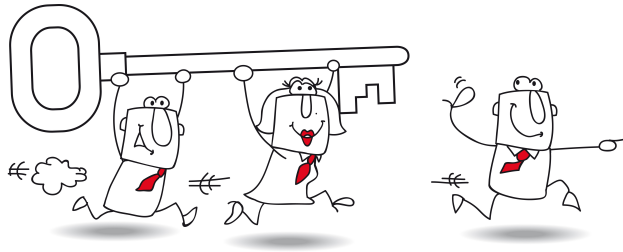
**So, using your sentence as a springboard,** create a mind map, list or whatever is your personal form of brainstorming to come up with examples of:

1. people with audacity you admire and inspire you
2. projects you're in awe of - the kind that change people or the planet in good ways
3. organisations that stand out as being very different in an admirable way

You might find it helps to time yourself in three 5-minute increments, one for each group, to keep you on track with this activity.

Remember, audacity doesn't always have to come at a world-spanning scale or global celebrities. Small audacious acts by lesser known people have a big impact closer to home and can be just as inspiring.

## Let's turn inspiration into aspiration



### PERCOLATE 3

#### **For Percolate 3 you're going to think more about your inspiring role models**

Pull out the brainstormed list or mind map you created in Percolate 2 so that you can add to that effort now. You're going to dive deeper into the meaning of audacity to you.

Pick one of your audacious role models - people, projects or organisations - and start to map out a bit more detail about what specifically it is that this role model inspires in you.

#### **Is it the idea, the style, the impacts?**

Set your timer for about 10 minutes and start writing down all those characteristics, or reasons what these audacious beings and doings inspire in you. At the end of 10 minutes, you should be getting a much deeper understanding of what audacity means to you.

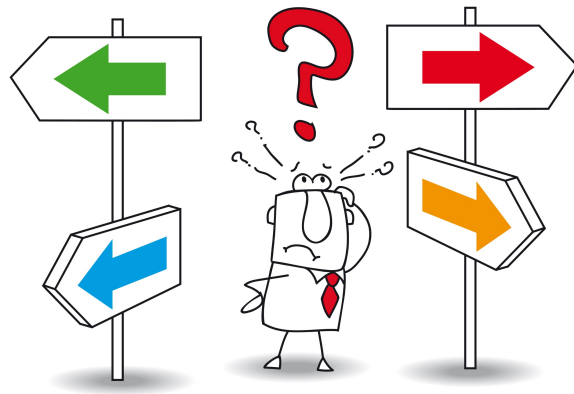
#### **Now, it's time to turn this inspiration into aspiration.**

Spend the final 5 minutes of today's challenge to write down what more audacious acts do you aspire to now? How bolder and bigger do you feel able to think and act?

You might find it helpful to draw out the bold versus predictable line model (as on pages 8-9 of the LX slide deck) to visualise the positive audacious waves that propel you towards a bolder path.

#### **And, that's it for now.**

If you want to rerun the exercise for other role models, go for it. The more you do will help you to dive even deeper into your own sense of audacity. The more you know the easier it will be to turn your inspiration into more audacious aspirations.



## **PERCOLATE 4**

**It's time to put a reality check to your thinking so far. Then you can grapple with what makes being audacious hard for you.**

Let's be fair, as much as we can be inspired to have more audacity, being audacious isn't always easy. This is because as humans we tend to want to stay safely in our comfort zone.

Also, we might be surrounded by naysayers telling us that we're being unrealistic or over-reaching. These just add to those fearful voices in our head that can run a debilitating monologue of doubt ourselves.

Percolate 4 is to think about what restraining forces might stop you following the lead of your audacious role models. What is it about those bold challenges that you don't think you could ever rise to?

**Here's a little leadership warning.**

Bold leaders can sometimes be a tad particular. Some might say perfectionism runs in our veins. Often, it's the determined, if not obsessive, focus of audacious leaders that propel us, but those same driving forces can also be the very same things that hold us back.

**Today, you're going to look your fears and foibles in the face.**

We're not thinking about the practical reasons that might constrain your ability to reach the audacious standards of your role models. For example, educational qualifications, resources or other practical reasons. You'll be able to figure out these practicalities and build a team around you to plug any personal capability gaps.



What you need to reflect on are the invisible forces, mostly in our heads, that restrains us from thinking boldly. We're talking those unruly emotional and frame-of-mind dynamics that can mess with our common sense.

**Your percolate today is designed to get to the heart of what really holds us back from being willing to take bold risks?**

Grab your notes from the last few days and turn to a new page. Take 10 minutes to write down the things that diminish audacity in you.

These might be:

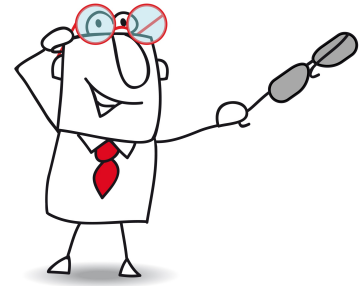
- your personal fears, real or imagined
- your personal foibles that make it super difficult for you
- the cultural dynamics around you that you find tricky to navigate
- the people that have a negative or restraining influence on you.

Try not to overthink this. When you have completed your list, take 5 minutes to look at the reasons you've written down.

See if you can boil this list down into one or two core constraints on your audacity.



## PERCOLATE 5



So how did you find Percolate 4?

Digging into our inner demons can be tough, but necessary for us to recognise them for what they are. Just thoughts and feelings.

Try to think about them as your imaginary dark side of audacity. Nothing more than what's in our mind.

Today you're going to set aside all the note taking and mind mapping and challenge treat yourself to a spot of mind-wandering.

**In fact, for today's percolate activity, you're going for a physical wander to wonder.**

Weather and circumstances permitting, today's percolate will be done whilst walking. If you can't get outside or there's nowhere suitable to wander, find a quiet corner and pace about a little.

Yes, it's true, the moving is important to help you think.

Today, it's all about bringing together everything more you've learned through this challenge about what inspires and motivates you to be more audacious. Also, what holds you back from stepping out of your comfort zone.

**For this challenge, you'll start to apply your insights and learning to something specific to the work you are doing right now.**



So, go take a 15 - minute walk and muse on what it will take for you to lead with more audacity next week. Try mulling on these questions:

**How might I be more audacious in my work next week?**

**What deserves more audacity to next week?**

When you get back from your wanderings. Take 5 minutes to draft a BHAG for next week.

You should be aiming for baby steps in upping your audacity game, so start aim for something you've already got planned but reframe your goal in bigger and bolder terms.





## PERCOLATE 6

**Only two more challenges left in your LX Personal Percolate. You're almost on the home run.**

At the end of Percolate 5, you set yourself a BHAG for the week.

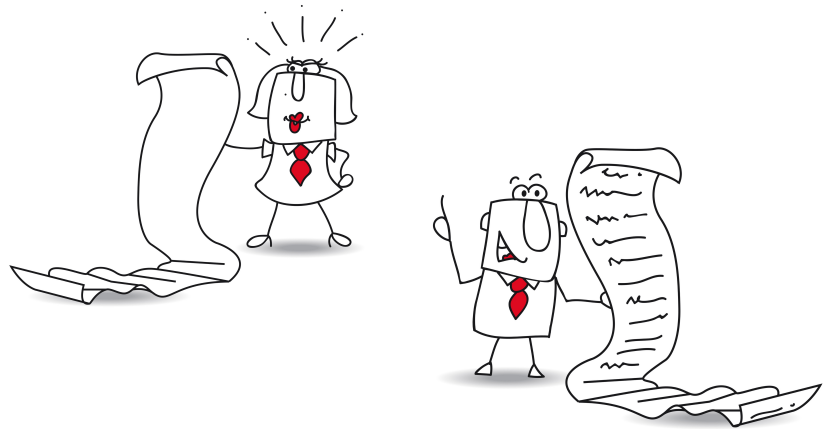
You did, didn't you?

If not, now's your chance to make a personal pledge of one thing you can achieve this week that will be bolder, more audacious, than you might otherwise have done. Having set your goal, it's time to plan backwards and lead forwards.

**Grab a post-it or something else that you'll be able to see each day where you work.**

Working backwards, think about the challenges that you're going to face to achieve your goal. Now, write down the audacious moves you're going to make in response. Keep your plan of action handy so you can tick each one off with great satisfaction as you complete it.

**This is putting audacity to work. Good luck.**



## PERCOLATE 6

**Well, this is it, the final Percolate. Congratulations, you've made it to day 7 of your LX Personal Percolate Challenge.**

Over the last seven days, you've gone step-by-step through the core elements of the LX design session. By now you should have a deeper appreciation of your ambitions as a leader and what it will take for you to be more audacious.

**There's one final challenge.** To lead with a point of view.

- What is it that drives you as a leader?
- What are the principles you wish to live out through your work?
- What is the noble cause, higher purpose that you are prepared to stand up for?

Bold leaders have ambition. But, it's the audacious ones that are prepared to take the risk. And, turn thoughts into reality.

**As one final challenge, what is the one thing that you've been hankering to do that you've yet found the courage to do?**

It may be something related to your current role. Or indeed it might be turning your back on what's comfortable to you and stepping out into the unknown.

Today is the day you must frame the final challenge. A BHAG of your own. Something that when you look back in 2, 5, 10 years you'll never regret that you took the bold path and led yourself and others with a clear point of view.

It may not be the easy path but it will make a "you-shaped dent in the world". In doing so you may well be different. Be a misfit. A round peg in a square hole. But, you'll have changed the world in a meaningful way. And, had some fun in the process.

So, what's it going to be?

Write it down, then do the work to make it real.

**That's audacity in action.**

---

---