

Where do you want to grow next?

The Grounded & Growing Practice Inventory

This is a reflection inventory — not a test. I repeat, this is *not* a test.

(I'm looking at you, my competitive friends.)

These ten practices represent how growth-oriented leaders show up over time, not perfectly, but consistently.

Notice which ones feel strong, which ones feel familiar, and which ones you may have been neglecting. Then, choose one to practice intentionally for the next 30 days.

1. I partner with my direct reports to define meaningful development goals.
2. I assign stretch opportunities that help my team members develop new skills or perspectives.
3. I use simple, repeatable practices to keep growth visible and ongoing.
4. I can identify who on my team is ready (or nearly ready) for a new role.
5. I create opportunities for team members to build relationships with others who support their development.
6. I regularly ask questions to understand what each member of my team wants to learn, try, or grow into next.
7. I make space for team members to reflect, ask questions, and take ownership of their growth.
8. I share what I'm personally learning or working on as a leader.
9. I assess the skills and capabilities needed for our work and identify where gaps exist on my team.
10. I actively develop at least one person on my team with the skills and context needed to step into my role.