

Authentic Leader Roadmap



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An Authentic Leader Roadmap serves as a guiding framework for individuals striving to lead authentically

by aligning their values, behaviors, and leadership actions with their true selves and the needs of their organization or team.



Self-Awareness

Understand Your Core Values

Identify your beliefs and principles that guide your decisions and actions.

Reflect on Your Strengths and Weaknesses

Conduct an honest assessment of your skills, habits, and areas for growth.

Practice Emotional Intelligence

Develop self-awareness of your emotions and their impact on your leadership style.

Seek Feedback

Use 360-degree feedback to understand how others perceive you.



Define Your Leadership Purpose

Identify Your "Why"

Reflect on the deeper purpose of why you want to lead.

Articulate Your Vision

Develop a vision for the future that resonates with your team and aligns with your values.

Set Authentic Goals

Align your personal and professional goals with your authentic self.



Build Trust

Lead with Integrity

Consistently demonstrate honesty and ethical behavior.

Practice Transparency

Be open about your intentions, challenges, and decision-making processes.

Foster Open Communication

Encourage dialogue and create an environment where others feel comfortable expressing themselves.

Model Accountability

Accept responsibility for your actions and decisions.



Cultivate Relational Authenticity

Show Empathy

Understand and connect with the emotions and perspectives of others.

Encourage Team Collaboration

Value diverse perspectives and build strong, trusting relationships with team members.

Be Present

Practice active listening and respond genuinely to others' concerns.



Continuously Adapt and Grow

Seek Learning Opportunities

Embrace lifelong learning through mentorship, courses, books, and experiences.

Embrace Feedback for Growth

Use constructive feedback as an opportunity to refine your leadership.

Stay Resilient

Adapt to challenges and setbacks while staying true to your core.

Develop Cultural Competence

Learn to lead inclusively and embrace diversity.



Inspire Others

Be a Role Model

Demonstrate authenticity in your leadership behaviors to inspire others to be authentic.

Empower Your Team

Support and mentor others in discovering their strengths and finding their authentic selves.

Celebrate Successes

Recognize and reward achievements to foster a positive and motivated team culture.



Measure and Reflect

Track Your Progress

Set measurable milestones to reflect on your growth as an authentic leader.

Maintain a Leadership Journal

Regularly write about your successes, challenges, and lessons learned.

Revisit Your Vision

Periodically ensure your leadership purpose and vision remain aligned with your actions and values.



Leading authentically requires a commitment to self-awareness, integrity, and relational connections.

By consistently reflecting on your actions, growing through feedback, and staying true to your values, you can build trust and inspire those around you to achieve shared goals. The roadmap is an ongoing cycle, not a one-time effort, as authentic leaders strive to evolve continuously.

"The journey to being an authentic leader is not an easy climb and doesn't necessarily take the simplest trail; it may take many different paths. To be more authentic is to be intentional daily and to know and stay true to who we are as we recognize our imperfections and continuously improve."

- Jennifer Jensen,
Developing Authentic Leaders

Feel free to reach out if you'd like to explore these areas, whether as a team or on a personal level.
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