



The three leadership meta-questions

The following exercises are taken from the workbook for the second Agents of Conscious Business class, with Brett Thomas. The main topic of the class is Integral Leadership.

As a leader, faced with a challenging situation, ask yourself three questions:

- 1) What is *really* happening?
- 2) What is most important here, and what is needed?
- 3) What is the most helpful action I can take?

These three meta-questions help you move from *awareness* about the situation and all the dynamics you're tuning into (question 1), to your *approach*, which is based on the values of those involved and on what's most needed in the moment (question 2), to *action*, which is the actual intervention you make – including consciously choosing to do nothing (question 3).

Want to practice conscious business by exercising your leadership more consciously? Then practice asking yourself these three questions, again and again!

These three questions neatly summarize three things that you want to be conscious of in any given situation: awareness, approach, and action. Let's do a quick exercise answering these three meta-questions, so you can get comfortable enough that you can use them in real-life situations!

Exercise!

Think of a challenging situation at work or in your life, that's either pretty recent or happening right now.

Decide whether you want to take a mildly challenging situation, or one that's got you pulling out your hair and screaming. If you can, pick a situation that involves at least one other person, one in which you feel you could be exercising your leadership more effectively.

Remember, 'leadership' here refers to your capacity to influence and motivate others to achieve a significant result. It doesn't mean you necessarily occupy a leadership *position* in any formal way!

Got one? Then finish the following three sentence stems. If you want to go deeper, do it once and then do it again. Finishing the same sentence stem two or three times will instantly take you a few layers deeper!



What is *really* happening in this situation, is ...

A large, empty rounded rectangular box for writing.

What is most important, and most needed in this situation, is ...

A large, empty rounded rectangular box for writing.

The most helpful action I can take in this situation, is ...

A large, empty rounded rectangular box for writing.