

01 / CAPTURE ONE REAL EXAMPLE

Build your leadership proof.

Choose one work situation. Use the prompts to make your judgment and ownership visible. Allow about 10 minutes. Type into the boxes or print and write.

01 What was at stake?

Name the outcome, scope, and consequence—not just the task.

02 What was yours to own?

Separate your decision or recommendation from the team's work.

03 What tradeoff did you weigh?

Describe the options, constraints, and reason for your choice.

04 Who did you align or enable?

Show how others could act or deliver because of your work.

05 What changed?

State the actual result and the evidence that supports it.

Keep facts intact. Use general career examples only; exclude classified, controlled, export-controlled, proprietary, contract-sensitive, or coworker personal information.

02 / SHAPE THE STORY AND CHOOSE A NEXT STEP

Make the leadership visible.

Use your notes to explain what you were trusted to own, how you chose a course of action, and why the result mattered.

L / Leverage

Results through people or systems.

E / Executive Judgment

Your reasoning under uncertainty.

A / Authority Signaling

Clear direction others could rely on.

D / Decision Ownership

Your outcome and follow-through.

Draft a short leadership story.

We faced [stakes]. I owned [responsibility]. I evaluated [tradeoff], aligned [people], and chose [action]. The result was [supported outcome], which mattered because [consequence].

Choose one next action.

Missing experience? Build it. Unclear story? Refine it. No role path or sponsor? Investigate the environment.

Who needs to see it? By when?

For your manager: "What evidence would you need to see for the management role I'm aiming for?" Ask for specific criteria and a next check-in.