

# Building and Sharing Your Vision

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## Part 1

For this exercise, pair up with someone you do NOT work with on a routine basis.

Using this handout, build and record your vision and vision story for either your working future, your personal future, or your organization's future. Use the three questions below to guide your thinking.

Within each pair, one person will share their vision (the leader) while the other actively listens and takes notes using the recorder notes (Part 2 on the next page.) When serving as the recorder, ask questions to make sure you clearly understand the leader's vision. Next, reverse roles. After both have shared their vision, each provides their recorder notes sheet to the other.

In addition to taking notes on your partner's speaking, note how they communicate. Are they confident, unsure, thoughtful, passionate? After both of you have acted as leader and recorder and shared your notes with each other, use the last page for personal reflections. Make any necessary adjustments to your vision and vision story. Share your vision often with others who can help achieve that vision with you.

1. Describe your vision and the success you hope to achieve. Be as detailed as possible and include your feelings about the vision.
2. How do you plan to implement this vision and accomplish that success?
3. Why is this vision important to you and why should it be important to others?

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## Part 2 – Recorder Notes

1. Did the leader communicate a meaningful purpose in their vision? Describe what you noticed about them while they were describing it.
2. Describe how you would feel if you were responsible for developing the strategy to implement his/her vision. Explain why you feel that way.
3. Identify any parts of the vision that the leader was particularly passionate about. Explain how you could tell there was passion.
4. Describe what is really important to the leader. Explain how you could tell what was important.

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## Part 3 – Reflection Notes

Think about your discussion with your vision partner. Your role was that of a successful leader communicating your vision to your team. Jot down a few of your personal observations about how the discussion went, using the questions below as a guide.

How well do you think your vision...

- a. ...creates meaning for yourself, your family, or your team.
- b. ...creates a shared purpose.
- c. ...guides strategy and decision-making.
- d. ...conveys your values

Based on these observations and those you received from your recorder, how will you change your vision to make it more effective?

What behaviors will you demonstrate to help get others involved in your vision? Do you need to change any of your current behaviors to achieve your vision? What are they?

What are some other things you could do to become a more effective leader?