

Over the next few days, watch for a specific leadership moment — a conversation, a decision, a reaction. When it happens, use these three questions to examine it honestly.

You don't need to have it all figured out. You just need one real moment and a willingness to look at it clearly.

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#### What happened?

Describe the situation in plain terms. What was said or done? What did you do or say in response? Stick to the observable facts — what someone watching would have seen — not your interpretation of it yet.

#### So what?

Look at the moment through the four EI dimensions:

- **Self-Awareness** — knowing what you're feeling and how it's affecting your actions
- **Self-Management** — controlling your emotional response, especially under pressure
- **Social Awareness** — reading what others are feeling and what's actually going on beneath the surface
- **Relationship Management** — using all three to connect, navigate, and bring out the best in people

Which dimension was most active in that moment — yours or someone else's? What does that tell you about where your attention needs to go as a leader?

#### Now what?

Name one specific thing to notice in yourself before the next lesson. Not a goal. Not a commitment to be better. Just one thing to watch for.

*When you have something to document, return to the course and complete the self-assessment. Submitting your responses unlocks Lesson 2.*