

# LEAD WELL

## KNOWLEDGE

### CIRCLE OF INFLUENCE

#### SUMMARY

Often, leaders will have an ocean full of things they care about that they wish they could change. This is your circle of concern. It can become overwhelming. Within that large circle of concern is a smaller circle that contains what you can actually influence. Being disciplined to keep focus and energy on the circle of influence allows leaders to make wise decisions and take action. Otherwise, it is easy to become overwhelmed and paralyzed by the enormity of the circle of concern. Especially the parts you cannot influence. If you stay in the circle of concern too long, it can lead to frustration and your circle of influence actually getting smaller. Yet if you can focus on the circle of influence and doing well within that, it actually leads to your circle of influence growing and being able to do more for the areas you are concerned about.

#### REFLECTION

Think about a situation that crossed your path recently. Something you care about and matters to you - it is important. Yet, you were not quite sure what to do. Do you know yourself well enough to determine what is yours to do and influence and what part of it is not yours to do?

#### ACTIONABLE ITEMS

- Draw a large circle then another smaller circle inside. Identify an area you are concerned about and want to influence. In the larger circle list out all your concerns regarding this area. Then in the smaller circle list the things you can actually do to have influence - the action steps you can take.
- Do this for yourself and also have your team identify an area where they could have influence together.