

Establish a Leadership Reflection Filter

Establishing a leadership reflection filter allows you to thoughtfully process feedback, internalize what matters most, and let go of what doesn't serve your growth. The following steps and table will help you build a system for reflecting on feedback and acting with clarity and purpose.

- **Identify your square squad:** Select a small group of trusted mentors, peers, or colleagues whose feedback you value.
- **Create feedback categories:** Organize feedback into categories like affirming, constructive, misaligned, or irrelevant.
- **Decide on action steps:** For relevant feedback, identify specific ways you will integrate it into your leadership practice.

Feedback Received	Source	Category	Relevance to My Values	Action Step (if Relevant)